

ADMINISTRATIVE
INTERNAL USE ONLY

12 January 1978

MEMORANDUM FOR: Lee H. Wigron
VIA : Head of Career Service
FROM : R. DeFelice
Acting Director of Personnel
SUBJECT : Retirement Planning

1. In order to assist employees in planning for their eventual retirement, it is the practice of the Agency to inform each employee, well in advance of retirement, of the services the Agency provides for retirement planning.

2. The prospect of retirement deserves serious thought and careful planning so that you may make the transition to the next phase of life with purpose and confidence. To assist you in this regard, the Agency offers various resources which are attuned to the needs of prospective retirees. You will, in the future, be invited by a Retirement Counselor to an individual pre-retirement counseling session, or more than one if you wish. This phase of retirement planning will be tailored solely to your own particular situation and circumstances and will be within the context of the retirement system under which you will retire. The individual counseling sessions are intended to give you a wide range of information on such matters as estimates of your annuity, survivor benefits, life and health insurance, Social Security, taxes, and assistance in obtaining other employment. In addition, you ~~will be invited to attend a Retirement Information Seminar~~ that will be offered in the autumn of 1978.

3. Experience has amply demonstrated that advance preparation eases the transition to retirement. I recommend, strongly, that you avail yourself of the services the Agency offers you in planning your own retirement.


R. DeFelice

ADMINISTRATIVE
INTERNAL USE ONLY

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED 19 AUGUST 1976	
1. SERIAL NUMBER 006198 ✓		2. NAME (Last-First-Middle) WIGREN, LEE H. ✓			
3. NATURE OF PERSONNEL ACTION REASSIGNMENT			4. EFFECTIVE DATE REQUESTED MONTH: 08 DAY: 29 YEAR: 76		5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS XX ✓ V TO V CF TO V		7. PAY AND INCA T227-0171 0002		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATION DDO/CI STAFF ✓ RESEARCH AND ANALYSIS GROUP OFFICE OF THE CHIEF			10. LOCATION OF OFFICIAL STATION WASH., D.C.		
11. POSITION TITLE OPERATIONS OFFICER SAS (14)			12. POSITION NUMBER EQ15	13. CAREER SERVICE DESIGNATION DAA ✓	
14. CLASSIFICATION SYMBOLS (GS, I.D., etc.) GS		15. OCCUPATIONAL SERIES 0136.01 ✓	16. GRADE AND STEP 14 5 ✓	17. SALARY OR RATE \$ 30,441 ✓	
18. REMARKS FROM: CIS EQ27					
		DATE SIGNED VSG 08/23/76		SIGNING OFFICER	DATE SIGNED 8/24/76
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE 37 10	20. EMPLOY CODE 31510	21. OFFICE CODING ALPHABETIC CIS-75013	22. STATION CODE 75013	23. INTEGRITY CODE	24. MODIFY CODE 1 12/01/83 ✓
25. DATE OF BIRTH MO. DA. YR.	26. DATE OF GRADE MO. DA. YR.	27. DATE OF LES MO. DA. YR.	28. DATE OF LES MO. DA. YR.	29. DATE OF LES MO. DA. YR.	30. DATE OF LES MO. DA. YR.
31. RETIREMENT DATA MO. DA. YR.	32. SEPARATION DATA CODE TYPE	33. CORRECTION/CANCELLATION DATA MO. DA. YR.	34. SECURITY REG. NO.	35. SEX	EOD DATA →
36. VET. PREFERENCE CODE	37. SERV. COMP. DATE MO. DA. YR.	38. LONG COMP. DATE MO. DA. YR.	39. CAREER CATEGORY CAR. DESV. PROV. TEMP. CODE	40. FEGLI/HEALTH INSURANCE CODE	41. SOCIAL SECURITY NO.
42. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE	43. LEAVE CAT. CODE	44. FEDERAL TAX DATA FORM EXECUTED CODE	45. STATE TAX DATA FORM EXECUTED CODE	46. STATE TAX DATA NO. TAX STATE CODE	47. STATE TAX DATA STATE CODE
48. POSITION CONTROL CERTIFICATION 81 100 1000 bl 8-25-76	49. DATE APPROVED 08/24/76				

FORM 1152 USE PREVIOUS EDITION 8-72

SECRET

E-2, IMPDET CL. BY: 007622 (4)

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION					DATE PREPARED			
1. SERIAL NUMBER 006198					2. NAME (Last-First-Middle) WIGREN, LEE H.			
3. NATURE OF PERSONNEL ACTION PROMOTION			4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 03 28 76		5. CATEGORY OF EMPLOYMENT REGULAR			
6. FUNDS XX V TO V ✓ CF TO V V TO CF CF TO CF			7. PAY RATE 6227-0171 0002		8. LEGAL AUTHORITY (Completed by Office of Personnel)			
9. ORGANIZATIONAL DESIGNATIONS DBO/CI STAFF RESEARCH AND ANALYSIS GROUP EXTERNAL RESEARCH BRANCH			10. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.					
11. POSITION TITLE OPS OPERATIONS OFFICER CH (15)			12. POSITION NUMBER EQ27		13. CAREER SERVICE DESIGNATION DAA			
14. CLASSIFICATION SCHEDULE (GS, FS, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 14 5		17. SALARY OR RATE \$ 30,441		
18. REMARKS From GS-13/K								
DATE SIGNED 03/24/76			19. SIGNATURE OF CAREER SERVICE APPROVING OFFICER C.M.V./15		DATE SIGNED 4 March 1976			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL								
19. ACTION CODE 22	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC 31/SW/CIS	22. STATION CODE 75013	23. INTEGRITY CODE	24. HDQTR CODE 1	25. DATE OF BIRTH MO DA YR 12 01 23	26. DATE OF GRADE MO DA YR 03 28 76	27. DATE OF LEI MO DA YR 03 28 76
28. RTE EXPIRES MO DA YR	29. SPECIAL REFERENCE	30. RETIREMENT DATA 1-CCC 2-ORGA 3-FICA 4-NONE	31. SEPARATION DATA CODE	32. CORRECTIVE/AMPLIFICATION DATA MO DA YR	EOD DATA		33. SECURITY RTO NO	34. SEX
35. VET PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT	36. SERV COMP DATE MO DA YR	37. LONG COMP DATE MO DA YR	38. CAREER CATEGORY EAB-BSU PCV/TEMP	39. LEGAL HEALTH INSURANCE CODE CODE 0-NET/EA 1-BIG 2-PRC/OPT 3-UNREALISABLE	40. SOCIAL SECURITY NO			
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)	42. LEAVE CAT CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE INC. TAX EXEMPTIONS 1-YES 2-NO		44. STATE TAX DATA FORM EXECUTED CODE INC. TAX EXEMPTIONS 1-YES 2-NO		45. POSITION CONTROL CERTIFICATION		46. O/P APPROVAL
OK 3/25/76							DATE APPROVED 3/26/76	

FORM 72 (1)52 USE PREVIOUS EDITION

SECRET

E-2, IMPDET CL. BY: 007622 (4)

CONFIDENTIAL

75-670

21 NOV 1975

MEMORANDUM FOR: John P. O'Reilly
Lee H. Wigren

SUBJECT : Letter of Commendation

We have just completed a high level, sensitive conference of considerable importance to both this Directorate and the Agency. You had the responsibility for virtually every aspect of its organization and administration. The planning and execution had to be done with comprehensive attention to detail without losing sight of our overall objectives. For weeks in advance and, particularly, during the conference itself you carried out your duties with energy, skill and competence which have reflected very creditably upon the Agency. You showed considerable tact and alertness in anticipating problems before they could arise. The close and cooperative relationship you established with the command and support personnel at the meeting site, and your obvious rapport with our various guests, also contributed to the efficient yet cordial environment in which the conference was conducted. You faced demanding and often complex responsibilities, and I commend you for your excellent performance in meeting them.

W. William E. Nelson

William E. Nelson
Deputy Director for Operations

CONFIDENTIAL

E2 IMPDET
CL BY 365248

SECRET

24 SEP 75

CI 535-75

MEMORANDUM FOR: Chairman, DDO Evaluation Boards
FROM : Chief, Counterintelligence Staff
SUBJECT: Promotion Recommendation for Lee H. Wigren

1. I recommend that Lee H. Wigren be promoted from GS-13 to GS-14. Mr. Wigren has been in grade since May 1962 and is now a GS-13, Step 8. He currently occupies a GS-15, Operations Officer, Branch Chief position.

2. Mr. Wigren was born 1 December 1923. He received a BA degree in Russian Studies from Yale University in 1947 and an MA degree in History from Harvard University in 1950. He entered on duty with CIA as a GS-06 clerk in March 1951. He subsequently attained professional status as an Intelligence Officer in 1952 and since that time has served variously as Intelligence Officer, Area Operations Officer, Biographics Officer, Instructor, and Operations Officer in DIV/D, Europe Division, SE Division, OTR, and since 1968 the Counterintelligence Staff.

3. Most of Mr. Wigren's career has involved CE and CI matters. He has been primarily concerned with various aspects of the Counterintelligence research and analysis activity of SE Division and, since 1968, the Counterintelligence Staff. In the course of his various assignments, he has developed a broad and deep substantive knowledge of the Soviet intelligence and security organs and their activities which has made him one of our more knowledgeable and effective CI analysts. He is careful and thorough in his research, he writes well, and he has an established reputation within and without CIA as an interesting and effective lecturer concerning counterintelligence matters. His career record reflects a consistently professional performance of above-average quality in his various CIA assignments. Additionally, that record is documented by several letters of appreciation from other US Government agencies and foreign liaison services for the highly professional assistance provided them by Mr. Wigren in the counterintelligence field.

SECRET CL BY 61220b

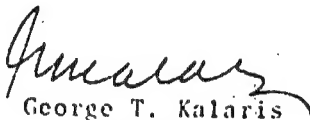
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-2-

4. Mr. Wigren is currently Chief of the External Research Branch of the CI Research and Analysis Group. He is performing the duties and responsibilities of this GS-15 position in a satisfactory manner. He manages the complex activities of six staff officers and nine contract personnel associated with this Branch and is responsible for the several research programs in which they are involved. He strives to direct and combine the best talents of the personnel under his supervision toward the achievement of his Branch's objectives while remaining sensitive to the personal and career interests of his employees. He is especially effective in dealing with the several contract personnel (including former defectors) under his supervision who, because of their professional status and diverse ethnic backgrounds, sometimes require especially understanding treatment.

5. In summary, Mr. Wigren is effectively and satisfactorily performing the duties of a GS-15 Branch Chief in a position which requires specialized substantive knowledge and the ability to manage activities and supervise personnel. I believe that his demonstrated ability in this position and his sustained record of job performance at an above-average level since his last promotion clearly merit his promotion to GS-14 at this time.


George T. Kalaris
Chief
Counterintelligence Staff

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SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED
28 NOVEMBER 1975

1. SERIAL NUMBER: 006198
2. NAME (Last-First-Middle): WIGREN, LEE H.

3. NATURE OF PERSONNEL ACTION
DELEGATION OF NSCA

4. EFFECTIVE DATE REQUESTED
MONTH: 11 DAY: 28 YEAR: 75

5. CATEGORY OF EMPLOYMENT
REGULAR

6. FUNDS
XX V TO V ✓ CP TO V
CP TO CP

7. PAY AND GRADE
6227-0170 0002

8. LEGAL AUTHORITY (Completed by Office of Personnel)

9. ORGANIZATIONAL DESIGNATIONS
CIS
DDO/STAFF
RESEARCH AND ANALYSIS GROUP
EXTERNAL RESEARCH BRANCH

10. LOCATION OF OFFICIAL STATION
WASHINGTON, D.C.

11. POSITION TITLE
OPS
OPERATIONS OFFICER CH

12. POSITION NUMBER
(15) EQ27

13. CAREER SERVICE DESIGNATION
DAA

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)
GS

15. OCCUPATIONAL SERIES
0136.01

16. GRADE AND STEP
13 8

17. SALARY OR RATE
\$ 28,254

18. REMARKS

DATE SIGNED
11/28/75

19. SIGNED
CMG/

20. OFFICER

DATE SIGNED
29/11/75

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE 37	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC: 31500 ALPHABETIC: CIS	22. STATION CODE 75813	23. INTEGRITY CODE	24. RESERVE CODE	25. DATE OF BIRTH 12/01/23	26. DATE OF GRADE	27. DATE OF LEI
28. NTE EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. CANCELLATION DATA	EOD DATA			33. SECURITY REG. NO.
34. VET PREFERENCE	35. SERV COMP DATE	36. LONG COMP DATE	37. CAREER CATEGORY	38. FEGLI HEALTH INSURANCE	40. SOCIAL SECURITY NO.			39. SEX
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE	42. LEAVE CAT. CODE	43. FEDERAL TAX DATA	44. STATE TAX DATA	45. POSITION CONTROL CERTIFICATION 12-2-75 JHR 03 DEC				DATE APPROVED 12/2/75

1152 USE PREVIOUS EDITION

SECRET

E-2, IMPDET CL. BY: 007632

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED

15 SEPTEMBER 1975

1. SERIAL NUMBER 006198	2. NAME (Last-First-Middle) WIGREN, LEE H.
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3. NATURE OF PERSONNEL ACTION REASSIGNMENT AND CANCELLATION OF NSCA	4. EFFECTIVE DATE REGISTERED MONTH: 09, DAY: 15, YEAR: 75	5. CATEGORY OF EMPLOYMENT REGULAR
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6. FUNDS XX V TO V CF TO V	7. PAN AND NSCA 6227-0170 0000	8. LEGAL AUTHORITY (Completed by Office of Personnel)
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9. ORGANIZATIONAL DESIGNATIONS DDO/CI STAFF RESEARCH & ANALYSIS GROUP EXTERNAL RESEARCH BRANCH	10. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.
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11. POSITION TITLE OPS ADMINISTRATIVE OFFICER CH (15)	12. POSITION NUMBER EQ27	13. CAREER SERVICE DESIGNATION DAA
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14. CLASSIFICATION SCHEDULE (GS, E.R., etc.) GS	15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 15 S	17. SALARY OR RATE \$ 20,905
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18. REMARKS

DATE SIGNED 09/15/75	18B. SIGNATURE CNG/	18C. DATE SIGNED 17/9/75
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SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE 37	20. EMPLOY. CODE 10	21. OFFICE CODING NUMERIC: 315000 ALPHABETIC: 110	22. STATION CODE 155010	23. INTEGREE CODE	24. HODINER CODE 1	25. DATE OF BIRTH MO. DA. YR. 12 01 23	26. DATE OF GRADE MO. DA. YR.	27. DATE OF LET MO. DA. YR.
28. WFE EXPIRES MO. DA. YR.	29. SPECIAL REFERENCE 1-OSC 2-ORGN 3-FICA 4-NONE	30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE	32. CORRECTION CANCELLATION DATA TYPE MO. DA. YR.	EOD DATA		33. SECURITY REQ. NO.	34. SER
35. VET PREFERENCE CODE 0-NONE 1-1 PT. 2-10 PT.	36. SERV. COMP. DATE MO. DA. YR.	37. LONG. COMP. DATE MO. DA. YR.	38. CAREER CATEGORY LAD/RETS PROV/TEMP	39. FEDERAL/HEALTH INSURANCE CODE CODE 0-WAIVER 1-REG 2-REG/OPY 3-INELIGIBLE	40. SOCIAL SECURITY NO.			
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 1 YEAR) 3-BREAK IN SERVICE (MORE THAN 1 YEAR)	42. LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXECUTED 1-YES 2-NO	44. FEDERAL TAX DATA CODE NO. TAX DEDUCTIONS	45. STATE TAX DATA FORM EXECUTED 1-YES 2-NO	46. STATE TAX DATA CODE NO. (1) STATE CODE (2) EMP.			
45. POSITION CONTROL CERTIFICATION 9-18-75 JK 03 OCT 1975	46. O.P. APPROVAL		DATE APPROVED 18/9/75					

FORM 8-72 1152 USE PREVIOUS EDITION

SECRET

E-2, IMPDET CL. BY: 007622 (4)



CONFIDENTIAL

DD/O 24-6750

DEPARTMENT OF DEFENSE
DEFENSE INTELLIGENCE SCHOOL
NAVAL DISTRICT WASHINGTON
WASHINGTON, D. C. 222020374

OFFICE OF THE COMMANDANT

C-2037/IS-2

25 JAN 1974

Mr. William E. Nelson
Deputy Director for Operations
Central Intelligence Agency
Washington, D.C. 20505

Dear Mr. Nelson:

(C) It is a distinct pleasure for me to express my sincere appreciation to Messrs. Raymond Rocca, William Decker, William Donnelly, John Bogart, Joseph Flaherty, Lee Wigren, Robert Thomas and Paul Johnson, all members of your staff, for their outstanding participation and support of our new "Soviet Intelligence Elective Seminar." This seminar provided an in-depth examination of the Soviet Intelligence and Security Services for twelve graduate degree candidates enrolled in the School's new Masters Degree Program in Strategic Intelligence.

(U) Each Agency participant displayed a thorough knowledge of the subject interlaced with personal experiences and analyses which made each presentation unique and extremely valuable for the seminar members. In addition to the participants' formal presentations, they also spent valuable time informally talking with individual members of the seminar and faculty. Our students and faculty were enthusiastic in their praise of all aspects for the program; and they especially appreciated the candid discussions of the problems Soviet intelligence poses both for the Agency and the Intelligence Community. Please convey to each participant our sincere thanks for his outstanding presentation and his interest in the School's Graduate Program.

(U) Your continued cooperation in assisting this School to educate students whose intelligence capabilities will be an asset to the Services and Intelligence Community is deeply appreciated.

Sincerely,

W. J. FURNAS
Captain, USN
Commandant

CONFIDENTIAL

Classified by IS-2
EXEMPT FROM GENERAL DECLASSIFICATION
SCHEDULE OF EXECUTIVE ORDER 11652
EXEMPTION CATEGORY Two (2)
DECLASSIFY ON cannot be determined
"Derivative information from material
governed by CIA Regulation 10-29"

SECRET

18 Jan 1967 Edition

REQUEST FOR PERSONNEL ACTION

DATE PREPARED

20 June 1968

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53

1. SERIAL NUMBER 006198		2. NAME (Last-First-Middle) WIGREN, LEE H.	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT			4. EFFECTIVE DATE REQUESTED MONTH: 07 DAY: 14 YEAR: 68
6. FUNDS X V TO V CF TO V			5. CATEGORY OF EMPLOYMENT REGULAR
9. ORGANIZATIONAL DESIGNATIONS DDP/CI STAFF RESEARCH AND ANALYSIS GROUP			7. FINANCIAL ANALYSIS NO. CHARGEABLE 10227-0170
11. POSITION TITLE OPS OFFICER (14)			8. LEGAL AUTHORITY (Completed by Office of Personnel)
14. CLASSIFICATION SCHEDULE (GS, LD, etc.) GS		13. OCCUPATIONAL SERIES 0136.01	10. LOCATION OF OFFICIAL STATION WASH., D.C.
15. GRADE AND STEP 13 5		17. SALARY OR RATE 16329	

10. REMARKS
FROM: DDS/OTR (Position No. 1219)

CONCUR: [Redacted]

OTR/Personnel

cc: Finance & Security

Security Approval Granted by Pers. SR/OS 6-24-68
JLC 7-10-68

DATE SIGNED 20 June 68	100. SIGNATURE OF CAREER SERVICE APPROVING OFFICER [Redacted]	DATE SIGNED 27 JUN 1968
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SPACE BELOW FOR EXCLUSIVE USE OF OFFICE OF PERSONNEL

19. ACTION CODE 37 10	20. EMPLOY CODE 31500 CI	21. OFFICE CODING NUMERIC: 31500 ALPHABETIC: CI	22. STATION CODE 75013	23. INTEGRITY CODE	24. HOURS CODE 130/RS	25. DATE OF BIRTH MO. DA. YR.	26. DATE OF GRADE MO. DA. YR.	27. DATE OF LEI MO. DA. YR.
28. NTE EXPIRES MO. DA. YR.	29. SPECIAL REFERENCE	30. RETIREMENT DATA 1-CYC 2-ORCA 3-FLA 4-NONE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE MO. DA. YR.	EOD DATA →		33. SECURITY REG NO.	34. SER
35. VET. PREFERENCE CODE 0-None 1-5 Yr. 2-10 Yr.	36. SERV. COMP. DATE MO. DA. YR.	37. LONG. COMP. DATE MO. DA. YR.	38. CAREER CATEGORY CAR. DES. PROB. TEMP. CODE	39. FEGLI. HEALTH INSURANCE CODE CODE 0-WAIVER 1-YES	HEALTH INS. CODE		40. SOCIAL SECURITY NO.	
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)	42. LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE NO. TAX DEDUCTIONS		44. STATE TAX DATA FORM EXECUTED CODE NO. TAX DEDUCTIONS				
45. POSITION CONTROL CERTIFICATION From OTR			46. O.P. APPROVAL [Redacted]			DATE APPROVED 6/24/68		

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

(12)

Executive Registry

67-1576



South African Police Headquarters,
Private Bag 94,
Pretoria.

17th March, 1967.

Mr. R. Helms,
Central Intelligence Agency,
WASHINGTON, D.C.

Dear *Mr. Helms,*

During a recent conversation with one of my officers in connection with the visit of Mr. Henry Plunko and Mr. Leo Wigren, it suddenly dawned on me that although I had, at the time, requested both Mr. John Mortz and Messrs. Plunko and Wigren to convey my sincere thanks and good wishes to you - which I am sure they did - I had not yet written to you personally in connection with the matter.

Hank and Lee, as we affectionately remember them, proved themselves to be most worthy ambassadors of your country, as well as your service and I feel convinced that they left behind them a number of sincere new friends. They are both obviously experienced officers with a wide and thorough knowledge of their respective fields and we found their lectures highly instructive.

Fortunately, circumstances permitted the majority of my senior officers to attend the course in Pretoria and the lucid manner in which Hank and Lee delivered their lectures, brought us all under a new and deeper awareness of the vital role being played by the United States in the struggle against international communism, and for the very great need of unity and closer co-operation amongst the peoples of the free world if the communist onslaught is to be successfully withstood.

Please once again accept my sincere thanks for having made two such able and experienced officers as Hank and Leo available for the purpose of lecturing to us.

Kindest regards,
Sincerely,

----- Major-General.

H. J. VAN DEN BERGH.

/RVZ



DEPARTMENT OF THE ARMY
U. S. ARMY INTELLIGENCE SCHOOL
FORT HOLABIRD, MARYLAND 21219

IN REPLY REFER TO:

15 March 1967

Mr. John H. Richardson
Director of Training
Central Intelligence Agency
Langley, Virginia 20505


Dear Mr. Richardson:

It is a pleasure to express the appreciation of the Staff and Faculty of the U. S. Army Intelligence School for the presentation by Mr. Lee A. Wigren, at Fort Holabird, on 8 March 1967, to personnel attending Class 67-SO-2 of the Senior Foreign Officer Intelligence Course.

Mr. Wigren's discussion of current trends in Soviet foreign policy was factual and timely. His examples of Soviet activity in the foreign policy sphere in Vietnam, the Middle East and Africa were of definite value to this class. The talk was highly interesting and was enthusiastically received.

Thank you for your continued cooperation in our guest speaker program. Would you please convey to Mr. Wigren the appreciation of the Staff and Faculty.

Sincerely,

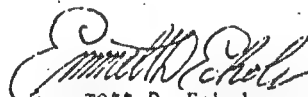

RICHARD S. SMITH
Colonel, AIS
Commandant

SECRET
(When Filled In)

8 August 1966

MEMORANDUM FOR: Mr. Lee H. Wigren
THROUGH : Head of Career Service
SUBJECT : Notification of Non-eligibility for Designation as a
Participant in the CIA Retirement and Disability System

1. As you may know, we are in the process of reviewing the employment history and current career field of all employees in the Agency to identify those who are eligible for designation as a participant in the new CIA Retirement and Disability System. In this process, the initial review of each case is made by the individual's Career Service. If the Head of his Career Service nominates him for participation in the System, this nomination is reviewed by the CIA Retirement Board which recommends final action to me. However, if the Head of the Career Service advises that the employee does not meet the basic requirements of HR 20-50 for participation, I have accepted this finding without further review by the CIA Retirement Board. This practice has been adopted in the interest of expediting this screening process so that those employees who are eligible to participate in the System may be designated participants as soon as possible.
2. In your case, the Head of your Career Service has advised me that you do not meet the requirements of HR 20-50 for designation as a participant and I have accordingly made the formal determination required by the regulation that you are not eligible for designation. From a review of your record it appears that the decision of your Career Service was based upon the fact that you have 15 years or more of Agency service, but have not as yet performed 60 months of qualifying service as required by regulation. My determination that you are not eligible at this time for designation in no way affects your current status under the Civil Service Retirement System, nor does it preclude reconsideration of your eligibility to participate in the CIA System if you should meet the requirements for designation in the future.
3. Should you desire further information concerning the requirements for designation as a participant in the CIA Retirement System, I suggest that you read paragraph e of HR 20-50 and paragraph 5 of the Employee Bulletin dated 30 July 1965, entitled "Public Law 88-643, The Central Intelligence Agency Retirement Act of 1964 for Certain Employees."
4. It is always possible that the records upon which the determination made in your case may have been incomplete or inaccurate regarding your actual employment history with the Agency. If, after studying the materials cited above, you have questions regarding the determination that you are not eligible to participate in the CIA Retirement System, please feel free to contact officials of your Career Service. They are familiar with the details of your case and will gladly discuss them with you. In addition, you may wish to discuss your case with the CIA Retirement Staff located in Room 205, Magazine Building (extension 2847). If such discussions do not resolve any questions you have regarding your eligibility, you may request that your case be formally considered by the CIA Retirement Board. However, this request must be made within 30 days of the date of this memorandum.


Emmett D. Echols
Director of Personnel

SECRET

GROUP 1
Excluded from automatic
downgrading and
declassification

ORIGINAL	SERVICE COMPLETION DATE (MM/DD/YY)
CORRECTION	
THIS DATE	SIGNATURE (Director of Personnel)

FORM 171 (REV. 1-65) PREVIOUS EDITIONS ARE OBSOLETE
CONFIDENTIAL

SECRET

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: **7 April 1965**

SERIAL NUMBER: **006198** NAME (Last-First-Middle): **WIGREN, Lee H.**

3. NATURE OF PERSONNEL ACTION: **Reassignment**

4. EFFECTIVE DATE REQUESTED: **04/1/65**

5. CATEGORY OF EMPLOYMENT: **Regular**

6. FUNDS: V TO V V TO CF CF TO V CF TO CF

7. COS CENTER NO. CHARGEABLE: **5275-2500**

8. LEGAL AUTHORITY (Completed by Office of Personnel)

9. ORGANIZATIONAL DESIGNATIONS: **DDS/OTR School of International Communism Faculty**

12. LOCATION OF OFFICIAL STATION: **Washington, D. C.**

11. POSITION TITLE: **Instructor Intel**

12. POSITION NUMBER: **1238**

13. CAREER SERVICE DESIGNATION: **D**

14. CLASSIFICATION SCHEDULE (GS, TB, etc.): **GS**

15. OCCUPATIONAL SERIES: **1712.31**

16. GRADE AND STEP: **13 * 3**

17. SALARY OR RATE: **\$12,915**

18. REMARKS: **Security Approval Granted by Pers. SQ/CS Vice Henry Samoriski**

Handwritten notes: **4/1/65**, **4/20/65**, **CONCUR: [Signature]**, **CSP0/B**

18A. SIGNATURE OF REQUESTING OFFICIAL: _____ DATE SIGNED: _____

18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER: **MATTHEW BAIRD, Director of Trng** DATE SIGNED: _____

1 cc forwarded to Payroll; 1 cc forwarded to Security

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. EMPLOY. CODE	21. OFFICE CODING	22. STATION CODE	23. INTEGRITY CODE	24. MOTORS CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI
37	10	17500 OTR	4501			12/01/23		
28. MTE EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. CORRECTION CANCELLATION DATA	33. SECURITY REQ NO.			
					34. SEX			
35. VET. PREFERENCE	36. SERV. COMP. DATE	37. LONG COMP DATE	38. CAREER CATEGORY	39. FEGLI HEALTH INSURANCE	40. SOCIAL SECURITY NO.			
41. PREVIOUS GOVERNMENT SERVICE DATA	42. LEAVE CAT CODE	43. FEDERAL TAX DATA	44. STATE TAX DATA	45. POSITION CONTROL CERTIFICATION				
				<p>FORM 5R 2-01/20/65</p> <p align="right">4-21-65</p>				

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED 9 May 1962	
1. SERIAL NUMBER 006198		2. NAME (Last-First-Middle) WIGIEN, LEE H.					
3. NATURE OF PERSONNEL ACTION Promotion				4. EFFECTIVE DATE (Month Day Year) 05 13 62		5. CATEGORY OF EMPLOYMENT Regular	
6. FUNDING <input checked="" type="checkbox"/> X		V TO V <input type="checkbox"/>		V TO CF <input type="checkbox"/>		7. COST CENTER NO. CHARGEABLE 2234 1000 1000	
CF TO V <input type="checkbox"/>		CF TO CF <input type="checkbox"/>		8. LEGAL AUTHORITY (Completed by Office of Personnel)			
9. ORGANIZATIONAL DESIGNATIONS DDP/SR Chief, Operations and Plans Counterintelligence Branch Research Section				10. LOCATION OF OFFICIAL STATION Washington, D. C.			
11. POSITION TITLE Ops Officer (CM)				12. POSITION NUMBER 351		13. CAREER SERVICE DESIGNATION D	
14. CLASSIFICATION SCHEDULE (GS, LT, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 13 1		17. SALARY OR RATE 10635	
18. REMARKS From same slot.							
DATE SIGNED				19. SIGNATURE OF CAREER SERVICE APPROVING		DATE SIGNED 5/10/62	
EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
21. EMPLOYMENT CODE 22 10		21. OFFICE CODING NUMERIC: 60080 ALPHABETIC: SR		22. START ON CODE		23. INTERPRET CODE	
24. NO. OF YRS.		25. DATE OF BIRTH 1 12 123		26. DATE OF GRADE		27. DATE OF TEST	
28. SPECIAL REFERENCE		29. REGIMENT DATA 1 - CSC 2 - FICA 3 - MISC		30. SEPARATION DATA CODE		31. CORRECTION/INDETERMINATE DATA	
32. MIL SERA CREDIT/CD		33. FEZ / HEALTH INSURANCE		34. SOCIAL SECURITY NO.			
35. PREVIOUS GOVERNMENT SERVICE DATA		36. LEAVE CAT. CODE		37. FEDERAL TAX DATA		38. STATE TAX DATA	
39. O.P.P. APPROVAL		DATE APPROVED 5/10/62					
39. POSITION CONTROL CERTIFICATION							

SECRET

SECRET

5 March 1962

MEMORANDUM FOR: Clandestine Services Career Service Board,
Secretary

SUBJECT : Promotion Recommendation for Mr. Lee H. Wigren

1. In recommending most strongly Mr. Wigren's promotion from GS-12 to GS-13, I feel it is only necessary to emphasize Mr. Wigren's educational background at Yale and Harvard, where he received a B.A. and M.A. in History and Russian; his ten years of work in the Agency on Soviet intelligence in the CI Staff, FI/D, and SR Division; his ability during the past three years in SR to supervise a group of over twelve people performing a variety of research functions, ranging from major studies to operational aids, on the RIS; his appreciation of the counter-intelligence role of the Agency and his furtherance of our mission in that respect by the high standards of excellence of his production; and his vigor in assuming and carrying out the duties of a job formerly held by a GS-15.

2. Mr. Wigren has been in grade for almost four years. He has had responsibilities and performed duties far above his grade level for three of those years while dealing with practically all of the DD/P, other agencies of the government, and foreign intelligence and security services. He is an acknowledged expert in his field and equalled in it by no one else in the Agency, and possibly in the government as a whole. His fitness reports have reflected superior performance in every important respect and outstanding performance in many ways, with the highest personal characteristics possible, doing a job on a uniquely difficult subject, while using and training personnel who all too often have had little or no background for their positions.

3. In my opinion, Mr. Wigren is the most qualified GS-12 in the Division for promotion to GS-13, and I believe that the above comments and our four previous promotion recommendations amply support me.


Chief, SR Division

SECRET

2 September 1959

MEMORANDUM FOR: Chief, SR/CE

SUBJECT : Promotion Request,
Lee H. WIGREN

1. It is requested that Mr. Wigren be promoted to GS-13.

2. Mr. Wigren received his BA from Yale in 1947, majoring in history and Russian language and area studies, and his MA from Harvard in 1948 in history. He came on duty with the Soviet Intelligence Branch of what was then Staff C in March 1951, and stayed with that branch as a research analyst on Soviet Intelligence until after its transfer to SR/CE in early 1955, when he transferred to WE Division in search of a field assignment. Such assignment having become increasingly doubtful by 1957, he transferred to FI/D where he remained until assignment to this Division in April 1959 as Chief of SR/CE/Research.

3. I might as well admit at the start that I have known Mr. Wigren since we were in high school together and I have always been impressed with his ability, particularly in the research field. Additionally, he has been in or close to research on Soviet Intelligence for the past 8 1/2 years. This, combined with his academic background in research methodology, history in general and Russian history in particular, made him my natural choice for his present job although I had never worked directly with him before. In the past five months, I have had reason to be happy about my choice. The main need in SR/CE/Research has been for an established program of studies which we might expect to be produced in regular order; this has been a need, to my personal knowledge, since 1955. Mr. Wigren has quietly set up such a schedule with realistic target dates, is in touch with each study at each point during its production, and shows every indication of meeting his deadlines. He has a long-range interest in counter-intelligence, knows what he is doing and why, and is able to orient his subordinates properly and direct their efforts.

4. Although Mr. Wigren has been in grade only a relatively short time, since April 1958, I feel that he is doing a difficult job excellently and that his promotion is justified on the basis of academic background, Agency experience and current performance.

Approved

SR/COF/CE

SECRET
SECURITY INFORMATION

PERSONNEL EVALUATION REPORT

Items 1 through 6 will be completed by Administrative or Personnel Officer.

1. NAME (LAST) (FIRST) (MIDDLE)	2. GRADE	3. POSITION TITLE
WIGREN Lee H	GS-7	Intell. Off.
4. OFFICE (DLP)	STAFF OR DIVISION (FI)	BRANCH (Staff c - CE)
5. PERIOD COVERED BY REPORT From 4-19-52 To 4-19-53		6. TYPE OF REPORT <input type="checkbox"/> Initial <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Special <input type="checkbox"/> Reassignment <input type="checkbox"/> Reassignment of Supervisor

Items 7 through 10 will be completed by the person evaluated.

7. LIST YOUR MAJOR DUTIES IN APPROXIMATE ORDER OF IMPORTANCE, WITH A BRIEF DESCRIPTION OF EACH. OMIT MINOR DUTIES.
- Under general supervision, examine the structure and operational methods of Soviet intelligence services, and prepare studies based on this examination.
 - Conduct research to determine current relationships between Soviet intelligence services and those of the Soviet satellite countries.
 - Prepare analyses of special counterespionage problems for use in the field, headquarters and training.
 - Prepare counterespionage studies dealing with specific areas, and based on systematic analyses of espionage cases in those areas.
 - Assist in the review of Country Plans from the counterespionage viewpoint.

8. LIST COURSES OF INSTRUCTION COMPLETED DURING REPORT PERIOD.

Name of Course	Location	Length of Course	Date Completed
----------------	----------	------------------	----------------

The following courses were completed during the period April to July 1951, and have not been previously reported:
1. Basic Orientation Course; 2. Basic Intelligence Course; 3. Operations Course; and 4. Advanced Operations Course.

9. IN WHAT TYPE OF WORK ARE YOU PRIMARILY INTERESTED? Research, analysis, and support -- all mainly in the field of counterespionage.
IF DIFFERENT FROM YOUR PRESENT JOB, EXPLAIN YOUR QUALIFICATIONS (APTITUDE, KNOWLEDGE, SKILLS).

10. 21 April 1953 DATE Lee H Wigren SIGNATURE

Items 11 through 12 will be completed by Supervisor

11. BRIEFLY DESCRIBE THIS PERSON'S PERFORMANCE ON THE MAJOR DUTIES LISTED UNDER ITEM 7 ABOVE.
Highly satisfactory. Has displayed conspicuous good judgment, accuracy, and cooperation.

SECRET
SECURITY INFORMATION

12. IN WHAT RESPECT IS THIS PERSON'S PERFORMANCE ON PRESENT JOB MOST NOTICEABLE GOOD OR OUTSTANDING?	Judgment
13. ON WHAT ASPECT OF PERFORMANCE SHOULD THIS PERSON CONCENTRATE EFFORT FOR SELF IMPROVEMENT?	Knowledge of Soviet Int. Affairs, particularly operational analysis, for which he has shown a marked aptitude.
14. COMMENT ON THIS PERSON'S ABILITY TO HANDLE GREATER RESPONSIBILITIES NOW OR IN THE FUTURE.	Shows capacity for improvement and eventual leadership.
15. ARE THERE OTHER DUTIES WHICH BETTER SUIT THIS PERSON'S QUALIFICATIONS? (Recommend appropriate reassignment, if possible.)	No.
16. WHAT TRAINING OR ROTATION DO YOU RECOMMEND FOR THIS PERSON?	Training adequate. Eventual operational experience, preferably in Scandinavian area, desirable.
17. IF PERFORMANCE DURING REPORT PERIOD HAS BEEN UNSATISFACTORY, THERE IS ATTACHED COPY OF MEMORANDUM JUSTIFYING THIS PERSON OF UNSATISFACTORY PERFORMANCE.	
18. THIS PERSONNEL EVALUATION REPORT HAS BEEN DISCUSSED WITH THE PERSON EVALUATED. ADDITIONAL COMMENTS INCLUDING COMMENT ON ITEMS 7, 8 AND 9, ARE SHOWN BELOW UNDER ITEM 20.	
DATE	21 April 1953
19. I HAVE REVIEWED THE ABOVE REPORT. (Comments, if any, are shown in	
DATE	21 April '53
20. COMMENT(S): (If necessary, may be continued on reverse side of cover)	

SECRET

SECRET
SECURITY INFORMATION

ITEMS 1 THROUGH 6 WILL BE COMPLETED BY TRANSACTIONS AND RECORDS BRANCH WHEN ACTION IS INITIATED IN PERSONNEL DIVISION

ROUTING AND ACTION SLIP FOR PERSONNEL EVALUATION REPORT					DATE	MAR 9 1953
1. NAME (LAST)	(FIRST)	(MIDDLE)	2. GRADE	3. POSITION TITLE		
WILSON	LOAN	H	GS-7	Intell. Off.		
4. OFFICE	STAFF OR DIVISION	BRANCH	<input checked="" type="checkbox"/> DEPT'L. <input type="checkbox"/> FIELD		IF FIELD, SPECIFY STATION	
DDP	SI	STC				
5. PERIOD COVERED BY REPORT		6. TYPE OF REPORT				
From: 4-19-52 To: 4-19-53		<input type="checkbox"/> Initial <input type="checkbox"/> Reassignment <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Reassignment of Supervisor <input type="checkbox"/> Special				
7. DATE REPORT DUE IN PERSONNEL OFFICE				8. AUTHENTICATION (IF BRANCH)		
4-19-53						

ROUTING AND ACTION			
REQUIRED ACTION	PERSON TO TAKE ACTION	DATE ACTION COMPLETED	INITIALS
9. a. Obtain two copies of CIA Form 37-151. b. Enter data in Items 1 through 6, above, in corresponding spaces of FER forms. c. Attach this action form and pamphlet "Your Evaluation Report" to FER forms. d. Deliver forms to immediate supervisor of person to be evaluated.	Evaluations Officer	20 Apr 53	BBP
10. a. Deliver forms to person to be evaluated. b. Offer advice and assistance.	Supervisor	21 Apr 53	RSJ
11. a. Complete Items 7 through 10. b. Deliver forms to supervisor.	Person to be Evaluated	21 Apr 53	LHW
12. a. Complete Items 11 through 17. b. Attach warning memo, if required. c. Deliver forms to reviewing official (supervisor next in line).	Supervisor	21 April 53	BSB
13. a. Review the evaluation. b. Discuss complete evaluation and recommendations with supervisor. c. Record additional comments on forms. d. Sign forms in Item 19. e. Deliver forms to supervisor.	Reviewing Official	21 Apr 53	LHW
14. a. Discuss all aspects of evaluation with person being evaluated. (Explain right of appeal, if warning memo is prepared.) b. Sign forms in Item 18. c. Deliver forms to Evaluations Officer.	Supervisor	21 Apr 53	SSB
15. a. Deliver original copy of evaluation form to Transactions and Records Branch, Personnel Division. b. Retain the carbon copy for use of operating office and Office Career Service Board. c. Detach Instruction Sheet of Form 37-151 if Item 20 (continue) is unused.	Evaluations Officer	APR 21 1953	BBP

SECRET

REQUEST FOR PERSONNEL ACTION

VOUCHERED
8 AUGUST 1959

1. Serial No. 106198	2. Name (Last-First-Middle) WICKEN LEE H	3. Date Of Birth Mo. Da. Yr. 12 01 23	4. Vac. Pref. No. 1 5 Pt. 1 10 Pt. 2	5. Sex M	6. CSC Code 1	7. CSC No. 03 19 51
8. CSC Point	9. CSC Or Other Legal Authority 50 USCA 402	10. Approx. Allotment Mo. Da. Yr.	11. ICD Yes-1 No-2	12. ICD Mo. Da. Yr. 03 19 51	13. ICD Yes-1 No-2	14. ICD Mo. Da. Yr. 03 19 51

PREVIOUS ASSIGNMENT

14. Organizational Designations DDP SR CHIEF OF OPERATIONS COUNTER ESPIONAGE STAFF RESEARCH SECTION	Code 4824	15. Location Of Official Station WASH., D. C.	Station Code 75013
16. Dept. Field Dept. Code USHD 17. Position Title OPS OFFICER	18. Position No. 0400	19. Serv. GS	20. Occup. Series 0136.01
21. Grade & Step 12 1	22. Salary Or Rate \$ 8330	23. SD DI	24. Date Of Grade Mo. Da. Yr. 04 12 1958
25. Vac. Due Mo. Da. Yr. 10 10 1959	26. Appropriation Number 0234 1000 1000	XXXXXX	

ACTION

27. Nature Of Action REASSIGNMENT	Code 516	28. Eff. Date Mo. Da. Yr. 08 19 59	29. Type Of Employee REGULAR	Code 01	30. Separation Data
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PRESENT ASSIGNMENT

31. Organizational Designations DDP ER CHIEF OF OPERATIONS COUNTER ESPIONAGE STAFF RESEARCH SECTION	Code 4824	32. Location Of Official Station WASH., D. C.	Station Code 75013
33. Dept. Field Dept. Code USHD 34. Position Title OPS OFFICER	35. Position No. D-14	36. Serv. GS	37. Occup. Series 0136.01
38. Grade & Step 12 1	39. Salary Or Rate \$ 8330	40. SD DI	41. Date Of Grade Mo. Da. Yr. 04 12 1958
42. Vac. Due Mo. Da. Yr. 10 10 1959	43. Appropriation Number 0234 1000 1000	XXXXXX	

SOURCE OF REQUEST

A. Requested By (Name And Title) CH/SR/PERSONNEL	C. Request Approved By (Signature And Title)
B. For Additional Information Call (Name & Telephone Ext.) X1407	

CLEARANCES

Clearance	Date	Signature	Date
A. Career Board	5/12/59		
B. Pos. Control	2/10/59		
C. Classification			
Remarks PER NEW T/O			

SECRET

SECRET
(When Filled In)

V to V		V to UV		REQUEST FOR PERSONNEL ACTION	DATE		PREPARED	
UV to V		UV to UV			Mo	Da	Mo	Da
					03	26	59	
1. Serial No.	2. Name (Last-First-Middle)			3. Date Of Birth	4. Vet. Prof.	5. Sex	6. CS - EOU	
106198	WIGREN, LEE H.			Mo Da Yr 12 01 23	None-0 5 Pr-1 10 Pr-2	1 M 1	Mo Da Yr 03 19 51	
7. CSC		8. CSC Rating		9. CSC Or Junior Legal Authority		10. Appt. Affl. No.	11. FLGLI	12. LCD
SCD				50 USC 101 1				
13. Grade & Step	14. Salary Or Rate	15. SD	16. Date Of Grade	17. PSI Due	26. Appropriation Number			
01 24 43		1	Mo Da Yr	Mo Da Yr	9 2305 23			
13. Yes - 1 No - 2		Code		13. Yes - 1 No - 2		Code		
1				1		2		

CURRENT ASSIGNMENT

14. Organizational Designations		Code	15. Location Of Official Station		Station Code
DDP FI STAFF DIV D COUNTER ESPIONAGE SECTION BIOGRAPHIC UNIT			WASH., D. C.		
16. Dept. Field	17. Position Title		18. Position No.	19. Serv.	20. Occup. Series
2	BIOGRAPHIC OFF		712	GS	0132 21
21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade	25. PSI Due	26. Appropriation Number
12 1	\$ 8330	EE	Mo Da Yr	Mo Da Yr	9 2305 23

ACTION

27. Nature Of Action	Code	28. Eff. Date	29. Type Of Employee	Code	30. Separation Date
REASSIGNMENT		Mo Da Yr 04/19/59	REGULAR		

PROPOSED ASSIGNMENT

31. Organizational Designations		Code	32. Location Of Official Station		Station Code
DDP SR CHIEF OF OPERATIONS COUNTER ESPIONAGE STAFF RESEARCH AND SUPPORT SECTION			WASH., D. C.		
33. Dept. Field	34. Position Title		35. Position No.	36. Serv.	37. Occup. Series
IO CI			100 1-12	GS	0136.53
38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade	42. PSI Due	43. Appropriation Number
12 1	\$ 8330	EE	Mo Da Yr 4 20 59	Mo Da Yr 10 1 59	9 3400 20 001

SOURCE OF REQUEST

A. Requested By (Name And Title)		C. Request Approved By (Signature And Title)		Date Approved
CH/EP/PEPSONE		<i>[Signature]</i>		
B. For Additional Information Call (Name & Telephone Ext.)		CONCURRENCE:		FI/PEPS
11107				10/1/59

CLEARANCES

Clearance	Signature	Date	Clearance	Signature	Date
A. Career Board	<i>[Signature]</i>	12-57	D. Placement		
B. Pos. Control	<i>[Signature]</i>	1-1959	E. Release		
C. Classification			F. Approved By	<i>[Signature]</i>	10-5

Remarks: Two copies of this action have been forwarded to the Office of Security.
One copy has been furnished to the Payroll.

CONCURRENCE: *[Signature]*

Continued on reverse side

[Handwritten notes and dates]
3/3/59

REQUEST FOR PERSONNEL ACTION

1. Serial No. 10412		2. Name (Last-First-Middle) WICOP LEE R			3. Date Of Birth Mo. Da. Yr. 10 1 1954		4. Vac. Pref. Non-0 5 Pt-1 10 Pt-2		5. Sex M	6. CS - EOD Mo. Da. Yr.		
7. SCD Mo. Da. Yr. 10 1 1954		8. CSC Reimt. Yes-1 No-2		9. CSC Or Other Legal Authority Code 1		10. Appt. Affidav. Mo. Da. Yr.		11. FEGLI Yes-1 No-2		12. LCD Mo. Da. Yr.		13. MIL. Serv. Credit Mo. Da. Yr.

PREVIOUS ASSIGNMENT

14. Organizational Designations DOP FI STAFF DIVISION 9 COUNTER ESPIONAGE SECTION BIOGRAPHIC OFF			Code 4103	15. Location Of Official Station WASH. D. C.			Station Code 75013	
16. Dept. - Field Dept - Code USfld - Frqn -		17. Position Title 2 BIOGRAPHIC OFF			18. Position No. 712		19. Serv. 00	20. Occup. Series 0132.31
21. Grade & Step 11 3		22. Salary Or Rate \$ 6820	23. SD 01	24. Date Of Grade Mo. Da. Yr. 01 18 55		25. PSI Due Mo. Da. Yr. 21 12 55		26. Appropriation Number 0 2305 23

ACTION

27. Nature Of Action Promotion		Code 30	28. Eff. Date Mo. Da. Yr. 30 APR 1958		29. Type Of Employee Regular		Code 01	30. Separation Date
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PRESENT ASSIGNMENT

31. Organizational Designations			Code 4109	32. Location Of Official Station			Station Code	
33. Dept. - Field Dept - Code USfld - Frqn -		34. Position Title			35. Position No.		36. Serv.	37. Occup. Series
38. Grade & Step 12 1		39. Salary Or Rate \$ 7570	40. SD	41. Date Of Grade Mo. Da. Yr. 1 14 58		42. PSI Due Mo. Da. Yr. 1 14 58		43. Appropriation Number

SOURCE OF REQUEST

A. Requested By (Name And Title) C/FI/Div D		C. Request Approved By (Signature And Title) <i>[Signature]</i> FI/PO	
B. (Name & Telephone Ext.) 8312			

CLEARANCE

A. Career Board		B. Pos. Control		C. Classification	
Signature <i>[Signature]</i>		Signature <i>[Signature]</i>		Signature <i>[Signature]</i>	
Date 11/25/58		Date 11/25/58		Date 11/25/58	
D. Placement		E. Approved By		F. Approved By	

Remarks


14 February 1958

MEMORANDUM FOR: Chief, FI
VIA: FI/Personnel
SUBJECT: Personnel Action (Promotion)

1. It is recommended that Mr. Lee WIGREN be promoted from GS-11 to GS-12. Mr. Wigren has been in his present grade since 16 January 1955. Since he was assigned to Division D on 23 September 1957, he has been under my supervision. His performance during this time has been at least at a GS-12 level.

2. Mr. Wigren's duties warrant a GS-12. He is primarily engaged in research of a complex and tedious nature which requires a high degree of professional competence.

3. Mr. Wigren deserves a promotion on the basis of his job performance. Since coming under my supervision, he has consistently shown himself to be a conscientious, dilligent and capable employee; and the high quality of his reports are indicative of his intelligence, flair for research, and ability to write effectively.


Chief, Special Activities Br., FI/D

APPROVED:


FRANK E. ROWLETT, Chief, FI/Division D

SECRET

Classify According To Content

REQUEST FOR PERSONNEL ACTION

1. Serial No.	2. Name (Last-First-Middle) WIGREN, LEE H.	3. Date Of Birth Mo Da Yr 12 1 23	4. Vet. Pref. None-0 5 Pt-1 10 Pt-2	5. Sec Code 1	6. CS - EOD Mo Da Yr
7. SCD Mo Da Yr	8. CSC Retmt. Yes - 1 No - 2	9. CSC Or Other Legal Authority Code 1	10. Apmt. Affidav. Mo Da Yr	11. FEGLI Yes - 1 No - 2	12. LCD Mo Da Yr
				13. Civil LSC Yes - 1 No - 2	

PREVIOUS ASSIGNMENT

14. Organizational Designations DDP/WE Scandinavian Branch, FI, PP, W Sweden	Code	15. Location Of Official Station Washington, D. C.	Station Code
16. Dept. - Field Dept. - XX Usfld. Code Frag. Code	17. Position Title Area Ops Officer	18. Position No. AB-55	19. Serv. 20. Occup. Series 65 0136-01
21. Grade & Step GS-11 2	22. Salary Or Rate \$ 6605	23. SD DI	24. Date Of Grade Mo Da Yr
		25. PSI Due Mo Da Yr	26. Appropriation Number 8-3600-20

ACTION

27. Nature Of Action REASSIGNMENT	Code 57	28. Eff. Date Mo Da Yr 11 17 57	29. Type Of Employee Regular	Code 01	30. Separation Data
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PRESENT ASSIGNMENT

31. Organizational Designations DDP FI Staff Division D Counter Espionage Section Biographic Unit	Code 4141	32. Location Of Official Station Washington, D. C.	Station Code 12-57
33. Dept. - Field Dept. - XX Usfld. Code Frag. Code	34. Position Title Biographic Officer	35. Position No. 87-712-02	36. Serv. 37. Occup. Series 65 0132-31
38. Grade & Step GS-11 2	39. Salary Or Rate \$ 6605	40. SD DI	41. Date Of Grade Mo Da Yr 01 10 57
		42. PSI Due Mo Da Yr 01 12 58	43. Appropriation Number 8-2305-23

SOURCE OF REQUEST

A. [Blank]	C. Request Approved By (Signature And Title) FI/PO
B. Organizational Information Call (Name & Telephone Ext.) Ext. 4245	

CLEARANCES

Clearance	Signature	Date	Clearance	Signature	Date
A. Career Board	[Signature]	11/15/57	D. Placement	[Signature]	11/16/57
B. Pos. Control	[Signature]	11/16/57	E.		
C. Classification			F. Approved By	Robert W. Shroy	

Remarks:
 (Initials)
 k: 8 w: 11/18
 w: 11/18

MEMORANDUM FOR: Personnel Folder

SUBJECT : Career Development Plan - for WIGREN, Leo H.

An individual career plan has been developed on
the above subject, approved on 20 November 1956
and is on file in the FI Career Management Office.



FI Career Management Officer

STANDARD FORM 52
 FORMULATED BY THE
 U. S. CIVIL SERVICE COMMISSION
 GENERAL REGS. - PERSONNEL SERVICE
 MANUAL (CHAPTER 2)

SECRET

REQUEST FOR PERSONNEL ACTION

VOUCHERED

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr - Miss - Mrs. - One given name, initial(s), and surname) **Mr. Lee H. WIGREN** 2. DATE OF BIRTH **1 Dec 1923** 3. REQUEST NO. 4. DATE OF REQUEST **7 July 55**

5. NATURE OF ACTION REQUESTED:
 A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) **Reassignment**
 B. POSITION (Specify whether establish, change grade or title, etc.)
 6. EFFECTIVE DATE A. PROPOSED: **ASAP**
 7. C. S. OR OTHER LEGAL AUTHORITY
 8. APPROVED:

FROM: **Area Ops. Officer BB 67-11** 9. POSITION TITLE AND NUMBER
GS-0136.01-11 \$5940.00 p.a. 10. SERVICE, GRADE, AND SALARY
DDP/WE 11. ORGANIZATIONAL DESIGNATIONS
Branch FI, PP, PM 12. HEADQUARTERS
Washington, D. C. 13. FIELD OR DEPARTMENTAL
 FIELD DEPARTMENTAL

TO: **Area Ops Officer BB 55**
GS-0136.01-11 \$5940.00 p.a.
DDP/WE
FI, PP, PM
Washington, D. C.
 FIELD DEPARTMENTAL **DP**

A. REMARKS (Use reverse if necessary)
Incumbent, Carter, to be reassigned to field slot in WE.
Approved
JUL 26 1955
McCollins
PP/Career Service

B. REQUESTED BY **Personnel Officer, WE** C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) **x 3124**
 D. REQUEST APPROVED BY
 Signature: *[Signature]*
 Title: **F-1/DPIC**

13. VETERAN PREFERENCE:
 NONE WITH OTHER S.P. 10 PERCENT
 DISAB OTHER
 14. POSITION CLASSIFICATION ACTION
 NEW VICE I. A. REAL
SD-DI

15. SEX **M** 16. RACE **W** 17. APPROPRIATION FROM: **5-3600-20** TO: **same**
 18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) **Yes**
 19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)
 20. LEGAL RESIDENCE
 CLAIMED PROVED
 STATE: **Mass.**

21. STANDARD FORM 50 REMARKS

22. CLEARANCES
 A. INITIAL OR SIGNATURE DATE REMARKS:
 B. CEIL. ON POS CONTROL
 C. CLASSIFICATION
 D. PLACEMENT OR ENPL
 E.

F. APPROVED BY *[Signature]* **SECRET** *[Signature]* **26 July 55**

SECRET

REQUEST FOR PERSONNEL ACTION

VOUCHERED

REQUESTING OFFICE: Fill in Items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr., Miss, Mrs., One given name, initial(s), and surname) Mr. Lee R. WIGGREN	2. DATE OF BIRTH 1 Dec. 1923	3. REQUEST NO.	4. DATE OF RECEIPT 23 Feb 55
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) Reassignment		6. EFFECTIVE DATE A. PROPOSED: ASAP	7. G. O. OR OTHER LEGAL AUTHORITY 117
B. POSITION (Specify whether establish, change grade or title, etc.)		D. APPROVED: - 13 MAR 1955	

FROM— Intell. Off. (FI) BV 227 GS-0136.51-11 \$5940.00 p.a. DDP/FI Staff C Soviet Intelligence Branch Soviet Intell. Ops. Guidance Sec. Washington, D. C. FIELD <input type="checkbox"/> DEPARTMENTAL <input checked="" type="checkbox"/>	8. POSITION TITLE AND NUMBER 9. SERVICE, GRADE, AND SALARY 10. ORGANIZATIONAL DESIGNATIONS 11. HEADQUARTERS Washington, D. C. FIELD <input type="checkbox"/> DEPARTMENTAL <input checked="" type="checkbox"/>	TO— Area Ops. Officer BR 67-11 GS-0136.01-11 \$5940.00 p.a. DDP/WE Branch, FI, PP, PM Washington, D. C. FIELD <input type="checkbox"/> DEPARTMENTAL <input checked="" type="checkbox"/>
--	--	---

A. REMARKS (Use reverse if necessary)
Fitness report of October 1954 is current, adequate and needs no change or modification.

B. REQUESTED BY [Redacted]	D. REQUEST APPROVED BY [Redacted]
PERSONNEL OFFICER ATTENTION CALL (Name and telephone extension)	Signature [Redacted]

U. S. DISSEMINATION 2422 Title: **Fitcom 1 March 55**

13. VETERAN PREFERENCE NONE <input type="checkbox"/> WWII <input type="checkbox"/> OTHER <input type="checkbox"/> 5 PT. <input type="checkbox"/> 10 POINT <input type="checkbox"/> CISAB <input type="checkbox"/> OTHER <input type="checkbox"/>	14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> I. A. <input type="checkbox"/> REAL <input type="checkbox"/>
--	---

15. SEX M	16. RACE W	17. APPROPRIATION FROM: 5-2305-23 TO: 5-3600-20 <i>certify funds available</i>	18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) Yes	19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)	20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: VA
---------------------	----------------------	---	--	---	---

21. STANDARD FORM 60 REMARKS
Copy by Hand 3-3-55
 Cont. Ref. No. _____
 Change Act. No. **5-3600**
 Auth. Officer _____

22. CLEARANCES	INITIAL OR SIGNATURE
A.	
B. CEIL. OR FOR. CONTROL	AK 3/10
C. CLASSIFICATION	AK 3/11
D. PLACEMENT ON ENPL.	
E.	

F. APPROVED BY
R. A. Strickler **R. A. Strickler** 11 MAR 1955

23 February 1955

TO: Chief, WS/1

FROM: SR/CE/Holbrook *WST*

SUBJECT: Transfer of Personnel

1. This is to notify you that Lee H. Wigren, currently assigned to SR/CE, is available for release to WS/1.

STANDARD FORM 52
 AS AUTHORIZED BY THE
 U. S. CIVIL SERVICE COMMISSION
 THROUGH THE FEDERAL PERSONNEL
 MANUAL, CHAPTER 51

SECRET

REQUEST FOR PERSONNEL ACTION

VOUCHERED

REQUESTING OFFICE: Fill in Items 1 through 12 and A through D except 6B and 7 unless otherwise instructed.
 If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr., Miss, Mrs. - One given name, initial(s), and surname) Mr. Lee H. WIGREN		2. DATE OF BIRTH 12/1/23	3. REQUEST NO.	4. DATE OF REQUEST 9 Dec. 1954
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) PROMOTION		6. EFFECTIVE DATE A. PROPOSED:		7. C.S. OR OTHER LEGAL AUTHORITY
8. POSITION (Specify whether establish, change grade or title, etc.)		D. APPROVED: LF		
FROM-- Intell. Off. (FI) EV 227 GS-0136.51-9 \$5185 p.a. DDP/FI Staff C Soviet Intelligence Branch Soviet Intell. Ops. Guidance Sec. Washington, D.C.	9. POSITION TITLE AND NUMBER 10. SERVICE GRADE AND SALARY 11. ORGANIZATIONAL DESIGNATIONS 12. HEADQUARTERS	TO-- Intell. Off. (FI) EV 227 * GS-0136.51-11 \$5940 p.a. DDP/FI Staff C Soviet Intelligence Branch Soviet Intell. Ops. Guidance Sec. Washington, D.C.		
<input type="checkbox"/> FIELD	<input checked="" type="checkbox"/> DEPARTMENTAL	13. FIELD OR DEPARTMENTAL	<input type="checkbox"/> FIELD	<input checked="" type="checkbox"/> DEPARTMENTAL

A. REMARKS (Use reverse if necessary)

* This slot recently upgraded

B. REQUESTED BY (Name and title) Acting C/SEC		D. REQUESTOR'S SIGNATURE	
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) Ext. 3535		Title: FI/N2-MD	
13. VETERAN PREFERENCE		14. POSITION CLASSIFICATION ACTION	
NAME	WAR OTHER'S PFT.	10 POINT	14. POSITION CLASSIFICATION ACTION
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	DISAD. OTHER	NEW / INCE / I. A. / REAL
15. SEX M	16. RACE W	17. APPROPRIATION FROM: 5-2305-23 TO:	18. SUBJECT TO C.S. RETIREMENT ACT (YES-NO) Yes
19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)		20. LEGAL RESIDENCE STATE: <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED	

21. STANDARD FORM 50 REMARKS

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS:
A.			
B. CEIL. OR POS. CONTROL		1/5	
C. CLASSIFICATION		1/2/55	
D. PLACEMENT OR EMPL.			
E.			
F.			

SECRET

-7 JAN 1955

SECRET

CUMULATIVE TRAINING RECORD

DATE

10, December 1954

NAME

Leo H. Wigren

PROJECTED PERSONNEL ACTION

PROMOTION REASSIGNMENT OTHER (explain) ROTATION TRAVEL

FROM: Intell. Off. GS-9 Staff C Wash.

TO: Intell. Off. GS-11 Staff C Wash.

AOS

Table with columns: COURSE, DATE TAKEN, TRAINING COURSES, DATE TAKEN. Rows include: BICICS), ALSO BIC, BITC, SOC; RTP AND BOC; RTP II, ALSO OC; RTP III, ALSO AIC, AITC, AOC AND CAI; PD, ALSO PM I, II, III AND RAFT; ITC ALSO CI; TECH; ADMIN; SIC; SUP; CIA; HPTS; QB; OTC (1); E.B.C; CPW; WP SOC; CPO; STB; CEW; IT; CW; SAB; AD; MO; SUR; BFOI; DDC; LOCKS; S/W; F.A.S; SAF.

REMARKS: 1. CONSTRUCTIVE CREDIT (CC) HAS BEEN AUTHORIZED FOR COURSES SO MARKED BASED UPON SUBJECT'S PREVIOUS BACKGROUND EXPERIENCE TRAINING. 2. SUBJECT HAS COMPLETED TRAINING OR RECEIVED CONSTRUCTIVE CREDIT AS SHOWN AT THE LEFT. STAFF TRAINING OFFICE COMMENTS: A. THIS DOES NOT MEET MINIMUM TRAINING STANDARDS RE QUALIFICATION FOR THE PROJECTED ACTION. B. SUBJECT IS CURRENTLY ENROLLED IN COURSES MARKED WITH AN S, THE COMPLETION OF WHICH WILL SATISFY MINIMUM STANDARDS. C. UNLESS SUBJECT HAS HAD PREVIOUS HQ. OR FIELD EXPERIENCE, WHICH CAN BE ACCEPTED IN LIEU OF TRAINING, SUBJECT SHOULD BE REQUIRED TO TAKE QUALIFYING REFRESHER TRAINING AS CHECKED AT THE LEFT.

SIGNATURE

TO: Personnel Officer,

FROM: Career Management Officer

The above projected personnel action has been approved disapproved by the Career Service Board. Additional training as indicated above has been recommended by the Training Officer to satisfy requirements of the proposed personnel action.

Please schedule these courses as soon as possible through your Division Training Officer who will coordinate with the Senior Staff Training Officer.

DATE

SIGNATURE OF CAREER MANAGEMENT OFFICER



APPLICATION FOR MEMBERSHIP
in the CAREER STAFF of the
CENTRAL INTELLIGENCE AGENCY

To the Director of Central Intelligence
Sir:

I submit herewith my application for membership in the Career Staff of the Central Intelligence Agency as defined below:

"The Career Staff of the Central Intelligence Agency is a group of carefully selected and trained individuals who accept an obligation to devote themselves to the needs of the Agency, and who intend to make a career with the Agency."

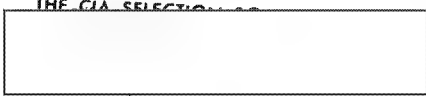
In accordance with this definition, I desire to devote myself to the faithful performance of duty in the Central Intelligence Agency, and I accept the obligations and conditions of that service which are determined to be essential to the furtherance of its mission.

I am aware of the many restrictions necessarily placed upon me by virtue of the security requirements inherent in my employment by the Central Intelligence Agency. I am also aware that as a member of the Career Staff, it will be my obligation to serve anywhere and at any time and for any kind of duty as determined by the needs of the Agency, and I have been assured that in order to carry out this policy, full consideration will be given to my particular capabilities, interests, and personal circumstances. By virtue of this application for membership and upon my acceptance in the Career Staff, I am assured that, with continuing satisfactory work performance and conduct on my part, just and equitable attention will be accorded my personal progress during my tenure in the Career Staff. I am also assured that, on my satisfactory completion of any assignments, I will be offered reassignments which are compatible insofar as possible with my abilities and career interests, and that I shall be entitled to the benefits now available or to be made available in the future to members of the Career Staff of the Central Intelligence Agency.

MEMBERSHIP IN THE CAREER STAFF OF
THE CENTRAL INTELLIGENCE AGENCY
APPROVED, TO TAKE EFFECT 1 SEP 1954
FOR THE DIRECTOR OF CENTRAL INTELLIGENCE:
EXECUTIVE DIRECTOR
THE CIA SELECTION BOARD

[Handwritten Signature]
(Signature)

20 September 1954
(Date)



SECRET

REQUEST FOR PERSONNEL ACTION

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed.
 If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr., Miss, Mrs.—One given name, initial(s), and surname) Mr. Lee H. Wigren		2. DATE OF BIRTH 1 Dec 23	3. REQUEST NO.	4. DATE OF REQUEST
A. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, extension, etc.) Reassignment		B. EFFECTIVE DATE PROPOSED: 20 Feb 51		7. C. S. OR OTHER LEGAL AUTHORITY
B. POSITION (Specify whether establish, change grade or title, etc.):		B. APPROVED: 14 Feb 51		

FROM— Intelligence Officer BV 227 GS 132 9 \$5060 per annum DDX/PI Staff C Soviet Intelligence Branch Soviet Intell. Ops. Guidance Sect. Washington, D.C.	5. POSITION TITLE AND NUMBER 6. SERVICE GRADE AND SALARY 10. ORGANIZATIONAL DESIGNATIONS 11. HEADQUARTERS 12. FIELD OR DEPARTMENTAL	TO— Intelligence officer(FI) BV227 GS0136.51-9 \$5060 per annum DDX/PI Staff C Soviet Intelligence Branch Soviet Intell.Ops. Guidance Sect. Washington, D.C.
<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL	<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL	

A. REMARKS (Use reverse if necessary)

B. REQUESTED BY (Name and title)

D. RECEIVED

C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)

Signature

Title: **Asst FI/PO**

13. VETERAN PREFERENCE

NONE	WWII	OTHER S-P.T.	13 POINT	
			DISAB	OTHER

14. POSITION CLASSIFICATION ACTION

NEW	VICE	L A	REAL
-----	------	-----	------

CO-FI

15. SEX
M

16. RACE
W

17. APPROPRIATION
FROM: **4-2305-23**
TO:

18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)

19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)

20. LEGAL RESIDENCE STATE:
 CLAIMED PROVED

21. STANDARD FORM 50 REMARKS

22. CLEARANCES

	INITIAL OR SIGNATURE	DATE	REMARKS
A.			
B. CEIL. OR POS. CONTROL	DE	15 Feb	
C. CLASSIFICATION			
D. PLACEMENT OR ENPL	MA	15 Feb	
E.			

F. APPROVED BY

STANDARD FORM 52
 FORM 4470 OF THE
 U. S. GOVERNMENT PRINTING
 OFFICE: 1953 O-542000
 GSA GEN. REG. NO. 27
 (40)

REQUEST FOR PERSONNEL ACTION

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr., Miss, Mrs.—One given name, initials, and surname) **Mr. Lee H. Wigron** 2. DATE OF BIRTH **1 Dec 1923** 3. REQUEST NO. 4. DATE OF REQUEST **12 May 53**

5. NATURE OF ACTION REQUESTED:
 A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)
Promotion
 B. POSITION (Specify whether establish, change grade or title, etc.)
 6. EFFECTIVE DATE A. PROPOSED:
 B. APPROVED: **24 May 53**
 7. C. S. OR OTHER LEGAL AUTHORITY

FROM: **Intelligence Officer BV 227-7
 GS 132 7 ~~4205~~ p.a.
 DDP/FI **7330**
 STAFF C
 Soviet Intelligence Branch
 Soviet Intel. Operations Guid. Sec.
 Washington, DC**
 FIELD DEPARTMENTAL
 8. POSITION TITLE AND SYMBOL
 9. SERVICE GRADE AND SALARY
 10. ORGANIZATIONAL DESIGNATIONS
 11. RESIDUARY
 12. FIELD OR DEPARTMENTAL
 TO: **Intelligence Officer BV 227
 GS 132 9 \$5060 p.a.
 DDP/FI
 STAFF C
 Soviet Intelligence Branch
 Soviet Intel. Operations Guid. Sec.
 Washington, DC**
 FIELD DEPARTMENTAL

13. REMARKS (Use reverse if necessary)

14. REGISTERED BY (Name) _____ 15. REQUEST APPROVED BY
 Signature: _____
 Title: **721/100**

16. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)
3535
 17. VETERAN PREFERENCE
 NONE WWI OTHER 5-PT. 10 POINT
 DISAB. OTHER
 18. POSITION CLASSIFICATION ACTION
 NEW VINC. L.A. REAL
CD-FI

19. SEX M F 20. RACE W N O 21. APPROPRIATION
 FROM: **2305-20**
 TO: _____
 22. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) YES NO
 23. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)
 24. LEGAL RESIDENCE
 CLAIMED PROVED
 STATE: _____

25. STANDARD FORM 50 REMARKS

26. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS:
A.			
B. CER. OR POS. CONTROL			
C. CLASSIFICATION			
D. PLACEMENT OR ENPL.			
E.			

27. APPROVED BY **[Signature]** **5/21/53**

RESTRICTED
Security Information

4-2884

11 November 1952

MEMORANDUM:
TO: PSC
THROUGH: Admin Personnel
FROM: CD/VI *W*
SUBJECT: Change of Beneficiary.

1. It is requested that the name presently listed as beneficiary on my retirement policy be removed, and that the following name be listed as the sole beneficiary:

Mrs. Alice Ellen (Walter) Wigren (wife)
Apt #140
2700 14th Street, Northwest
Washington 7, D.C.

2. This change is to be effective immediately.

Lee H. Wigren
Lee H. Wigren
X 2482

RESTRICTED
Security Information

PERSONNEL ACTION REQUEST

REGISTER NO.

NAME Lee H. Wigren	REQUESTED EFFECTIVE DATE asap
NATURE OF ACTION Promotion	WHEN LEAVING (VOUCHER?) 11 May 52
	LAST WORKING DAY:
	EMPLOYEE'S SIGNATURE:
TITLE Clark	TO
GRADE AND PAY GS-6 \$3720 p.a.	Intelligence officer
OFFICE OSO	GS-7 \$4205 p.a.
DIVISION	OSO
BRANCH AND SECTION SIB	SIB
OFFICIAL STATION Washington, D.C.	Washington, D.C.
DEPARTMENTAL <input checked="" type="checkbox"/> FIELD <input type="checkbox"/>	DEPARTMENTAL <input checked="" type="checkbox"/> FIELD <input type="checkbox"/>

REMARKS: **(P #106) JW** **132**

APPROVED: _____

RECORDED: _____

FOR USE OF PERSONNEL ONLY

PLACEMENT				TRANSACTIONS AND RECORDS			
APR 1952				APPROPRIATION: 2123800			
CLEARANCE REQUESTED				ALLOTMENT: 3000			
CLEARANCE APPROVED				C. S. C. AUTHORITY: Sch. AT. 11600			
DATE	TYPE	DATE	TYPE	DATE SIGNATURE	17 May 52		
DATE	SIGNATURE			PERSONNEL RELATIONS	DATE		
CLASSIFICATION				APPROVALS			
BUREAU NO. 1803		C. S. C. NO.		DATE APPROVED 149/47		SUBJECT TO SECURITY CLEARANCE	
NEW	VICE	E & V	ALAC	DATE	SIGNATURE OF EXECUTIVE		
EFFECTIVE DATE				DATE	SIGNATURE		
APR 20/52				17 May 52			

PERSONNEL ACTION REQUEST				REGISTER NO.
NAME MURPHY, Lee A.		REQUESTED EFFECTIVE DATE 30 Sept 51		
NATURE OF ACTION Transf. - duty		WHEN LEAVING (VOLUNTEERED)		
TITLE Clerk		LAST WORKING DAY		
GRADE AND SALARY GS-6 GS450 p.a.		EMPLOYEE'S SIGNATURE		
OFFICE OSO		TO		
DIVISION Staff C		TITLE Clerk		
BRANCH AND SECTION International Com. -		GRADE AND SALARY GS-6 GS450 p.a.		
OFFICIAL STATION Washington, D.C.		OFFICE OSO		
DEPARTMENTAL <input checked="" type="checkbox"/> FIELD <input type="checkbox"/>		DIVISION Staff C		
REMARKS: From Pos. #117 to 106. <i>gm</i> C# 1806 301 Vice Margaret L. George to be reassigned. # 8081		DEPARTMENTAL <input checked="" type="checkbox"/> FIELD <input type="checkbox"/>		
RECOMMENDED: 13 Sept. 1951 (DATE)				
FOR USE OF PERSONNEL ONLY				
PLACEMENT DATE QUALIFICATIONS APPROVED		TRANSACTIONS AND RECORDS APPROPRIATION: 3123000		
CLEARANCE REQUESTED		ALLOTMENT: 3005		
DATE	TYPE	DATE	TYPE	C S C AUTHORITY:
				Sgt. A. E. [unclear]
DATE	SIGNATURE	LATE SIGNATURE	SIGNATURE	
		9-24-51	[unclear]	
CLASSIFICATION BUPEAU NO. 7805		PERSONNEL RELATIONS		
C S C NO.		DATE	SIGNATURE	
DATE APPROVED 9-1-51			gm E	
NEW	LATE	I. A.	APPROVALS	
			DATE	
DATE	EFFECTIVE DATE		SUBJECT TO SECURITY CLEARANCE	
20 Sept 51			SIGNATURE OF EXECUTIVE	
			DATE	
			7/5 Sept 51	

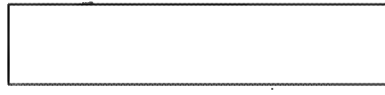
CONFIDENTIAL

11 September 1951

MEMORANDUM

TO: Chief, CPD
VIA: ADMIN/Personnel
FROM: Chief, Staff C/O30
SUBJECT: Change in T/O

It is requested that Lee A. Wigren be moved from Slot 117, Clerk, International Communism Branch, to Slot 106, Clerk, Soviet Intelligence Branch.

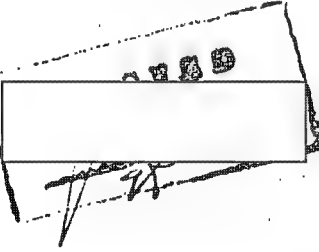


CONFIDENTIAL

SECRET

CONFIDENTIAL

RESTRICTED

ENTRANCE ON DUTY RECORD		DATE 19 March 1951	
TO: OSD, []		BUILDING	ROOM
FROM: PERSONNEL OFFICER		EOD DATE 19 March 1951	
NAME OF EMPLOYEE Lee H. Wiggen			
POSITION TITLE Clerk	GRADE GS-6	SALARY \$3150.	
PAYROLL Vouchered	DUTY STATION Washington, D. C.		
DATE SECURITY CLEARED Proc. 26 Feb. 1951 Full (Verbal) 20 March 1951	DATE OATH OF OFFICE ADMINISTERED 19 March 1951		
DATE PERMANENT IDENTIFICATION REQUESTED 19 March 1951	DATE FINGERPRINTED 19 March 1951		
DATE BRIEFED BY SECURITY 19 March 1951	DATE OF PHYSICAL EXAMINATION 19 March 1951		
DATE 24 MONTH AGREEMENT SIGNED NA			
EMPLOYEE'S EMERGENCY ADDRESS []			
EMPLOYEE'S LOCAL ADDRESS []			
REMARKS: PC 26 Feb Sec Cl 23 Mar			
			
SIGNATURE OF PERSONNEL OFFICER [] HM			

Dragon - files

31 March 1951

The Honorable Richard E. Wigglesworth
U. S. House of Representatives
Washington 25, D. C.

Dear Mr. Wigglesworth:

This is in reference to your interest in
the application of Mr. Lee Wigren for employment
with this Agency.

I am glad to inform you that Mr. Wigren
entered on duty with us on 19 March 1951.

We appreciate both your interest in the
Central Intelligence Agency and your recommendation
of Mr. Wigren.

Sincerely yours,

Walter L. Forsheimer
Legislative Counsel

des
Central Records
Personnel ✓
Stayback - 2

TO: Medical Division
FROM: Transactions & Records
SUBJECT: Lee H. Wigren

Request that above named subject be given a physical examination.

POSITION: Clerk

GRADE: GS-6

BRANCH: OSC,

SERVICE: DEPT.

NATURE OF APPOINTMENT: EXC. APPT.

OK
3-19-57
Jordan

FORM NO. 37-110
MAY 1950

PERSONNEL ACTION REQUEST

REGISTER NO.

3353

NAME [Redacted]		REQUESTED EFFECTIVE DATE 19 March 1951
NATURE OF ACTION Excepted		WHEN LEAVING (VOUCHERED)
TITLE FROM [Redacted] TO [Redacted]		LAST WORKING DAY:
GRADE AND SALARY [Redacted]		EMPLOYEE'S SIGNATURE:
OFFICE p.c. - 2-26-51		
DIVISION [Redacted]		
BRANCH AND SECTION [Redacted]		
OFFICIAL STATION [Redacted]		
DEPARTMENTAL <input type="checkbox"/> FIELD <input type="checkbox"/>		DEPARTMENTAL <input checked="" type="checkbox"/> FIELD <input type="checkbox"/>

REMARKS:

Slot - 6
Security initiated 16 November 1950.

301

H 7018

RECOMMENDED:

12 February 1951

(DATE)

(SIGNATURE OF OFFICE CHIEF, DIVISION CHIEF OR ADM. OFFICER)

FOR USE OF PERSONNEL ONLY

PLACEMENT				TRANSACTIONS AND RECORDS			
DATE QUALIFICATIONS APPROVED 2/20/51				APPROPRIATION: 2115400			
CLEARANCE REQUESTED				ALLOTMENT: 901-101			
C. S. C. AUTHORITY: [Redacted]				DATE SIGNATURE: [Redacted]			
DATE	TYPE	DATE	TYPE	DATE	SIGNATURE	DATE	SIGNATURE
				2-22-51	[Redacted]		[Redacted]
CLASSIFICATION				PERSONNEL RELATIONS			
BUREAU NO. 6799				DATE			
C. S. C. NO.				SIGNATURE			
DATE APPROVED: [Redacted]				APPROVALS			
NEW	VICE	L.A.	REAL	DATE	SIGNATURE	DATE	SIGNATURE
					[Redacted]		[Redacted]
DATE EFFECTIVE DATE: 19 Feb 51				DATE			
[Redacted]				[Redacted]			

FORM NO. 37-3
JUL 1950.

U. S. GOVERNMENT PRINTING OFFICE 16-42409-1

TO : _____
FROM : *McLain*
SUBJECT: *Weyen*

March 7

SUBJECT MATTER OF REPORT TO BE MADE *Mass*
Grade and Salary *6-3450*
subject to completion of work of identification of the same. It is
to report to State Librarian on March 27, 1950 and
submit to the Board of State Librarians. 100 and 9111 am.

DATE: *Mar 19 1950*
Subject to further processing
Weyen nat.

CENTRAL INTELLIGENCE AGENCY

2450 E STREET NW.

WASHINGTON 25, D. C.

1 March 1951

In reply refer to: ED-4

Mr. Leo H. Wigren
213 Belmont Avenue
Brockton, Massachusetts

Dear Mr. Wigren:


In reference to your application for employment, this letter is to assure you that the processing of your papers as a GS 6, \$23,000 per annum is being continued by this agency. A definite offer of employment cannot be made, however, until such time as all processing has been completed.

The processing is a rather lengthy one; but when further information is available, we shall get in touch with you immediately.

In the meantime, it would be appreciated if you would advise us of any change in your present status, such as change of address, etc.

Your continued interest and patience are appreciated.

Very truly yours,


H.C. CLINEBOSLE
Personnel Division

21 February 1951

The Honorable Richard B. Wigglesworth
U. S. House of Representatives
Washington 25, D. C.

Dear Mr. Wigglesworth:

This will acknowledge receipt of your letter of 10 February 1951, in behalf of Mr. Lee Wigren, who has applied for a position with this Agency.

We are seriously considering Mr. Wigren for employment; however, security clearance necessary for this Agency is of such a detailed nature that considerable time is necessary before the checks are completed. On the information available to me I would say that it will take approximately three more weeks before the necessary checks will have been completed in Mr. Wigren's case.

Thanking you for your continued interest in the Central Intelligence Agency, I am

Sincerely yours,

Walter I. Pforzheimer
Legislative Counsel

WLPforzheimer:blc
Central Records
Personnel W/basic
Stayback - 2

RICHARD B WIGGLESWORTH
12th District, Massachusetts

COMMITTEE ON
APPROPRIATIONS

Congress of the United States
House of Representatives
Washington, D. C.

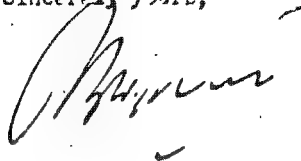
February 10, 1951.

Mr. Walter L. Pforzheimer,
Legislative Counsel,
Central Intelligence Agency,
Washington, D. C.

Dear Mr. Pforzheimer:

Referring to my letter of November 27,
1950, I should greatly appreciate it if you would advise
me what action, if any, has been taken on the application
for employment with the Central Intelligence Agency filed
by my constituent, Mr. Lee Wigren of 212 Belmont Avenue,
Brockton, Massachusetts.

Sincerely yours,



218 Belmont Avenue
Brockton, Massachusetts

January 15, 1961

Mr. D.V. Mulcahy
2430 E Street, NW
Washington, D.C.
attn. Miss Limbocker

Dear Mr. Mulcahy:

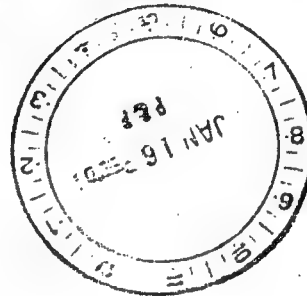
It has been some time since I have had any word regarding my application for a position with the C.I.A. At the time of my interview last fall, I understood that I would probably hear about it by the first of the year.

I should greatly appreciate a word as to the progress in processing of my application, and, if possible, the probable date on which I shall have to report to Washington. Such information would help me greatly in planning my course of action in the coming weeks.

If you should desire any additional information for my application, please let me know.

Sincerely,

Lee H. Wigren
Lee H. Wigren



T
RICHARD B. WIGGLESWORTH
1870 DISTRICT MASSACHUSETTS

COMMITTEE ON
APPROPRIATIONS

*To
Alone*

Congress of the United States
House of Representatives
Washington, D. C.

November 27, 1950.

Mr. Donald V. Mulcahy,
Chief of Procurement,
Central Intelligence Agency,
Washington, D. C.

Dear Mulcahy:

I have been asked to write you on behalf
of a constituent of mine, Mr. Lee Wigren of 218 Belmont Avenue,
Brookton, Massachusetts, who is most anxious to secure an ap-
pointment with the Central Intelligence Agency.

You no doubt are familiar with Mr. Wigren's
experience and qualifications as I understand that he has filed
an application for employment with your office and that he was
recently interviewed by your.

I have known his father personally for many
years and should be happy for his son's sake if his experience
and qualifications fit him for some position in your organization.

Sincerely yours,



In 21 November 1950-4

REGISTERED AGENCIES ONLY

Dr. Leo H. Wigton
213 Belmont Avenue
Brookton, Massachusetts

Dear Dr. Wigton:

This is to advise that actual processing of your application for employment with this Agency has been initiated. Specific details as to the type of appointment and salary will be contained in subsequent correspondence. Please direct all future correspondence to the undersigned.

The attached form should be completed and returned within two weeks. Thank you for your prompt attention to this matter.

Very truly yours,

ROBERT S. J. HOPKINS
Chief, Employees Division

Enclosure

CONFIDENTIAL

REPORT OF INTERVIEW

1950

Name of Candidate Lee H Wilgren

Position Considered for Office OSO Interviewer

Personal Appearance	Dignified.....	Natural.....	Awkward.....
	Well-groomed... <input checked="" type="checkbox"/>	Clean..... <input checked="" type="checkbox"/>	Slovenly....
	Wide-Awakes..... <input checked="" type="checkbox"/>	Stolid.....	Apathotic...
	Impressive.....	Ordinary.....	Insignificant
Personality	Persuasive.....	Responsive.. <input checked="" type="checkbox"/>	Taciturn....
	Importurbable..	Steady.....	Excitable...
	Cheerful..... <input checked="" type="checkbox"/>	Tranquil ...	Dojected....
	Straight-forward <input checked="" type="checkbox"/>	Reserved....	Evasive.....
	Modest..... <input checked="" type="checkbox"/>	Complacent..	Concoited...
	Dominant.....	Confident... <input checked="" type="checkbox"/>	Submissive..

Is education adequate? Yes (x) No () Is language facility adequate? Yes (x) No ()

Area Knowledge None

Previous intelligence or related experience Only Research - Special Studies of Education

Salary level requested \$ 95-6 Lowest salary acceptable \$ _____

GENERAL RECOMMENDATION:

- Candidate is not recommended for employment. Reasons: _____
- Candidate is recommended for employment. Justification: He is enthusiastic - Bright & obviously has a flair for writing & research.

SPECIFIC RECOMMENDATION for employment:

Position: Intel Off. Branch Division OSO

Location: Wash.

Salary level: 95-6

RECOMMENDATION as to potential value of candidate to the organization in other than the position immediately under consideration: will be used on research & file review work, could can be trained for more responsible duties.
(Enter any additional remarks on reverse side.)

Signature of Interviewer

File

DATE 14 November 1950

TO : IX

ATTENTION : Mr. Sanneman

FROM : Employee Division

SUBJECT : WETTER, Lee Robert

Attached hereto are Personal History Statements in duplicate submitted by subject in application for a position with NSA Chief In-Call Off W Washington, D.C.

Please initiate security investigation as soon as possible and notify this office of the results.

Atch: 2 HC
2 photos

Employee Division *ek*

[Handwritten signature]

14 November 1950

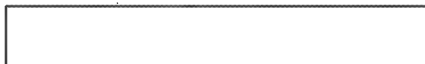
MEMORANDUM

TO: SMD

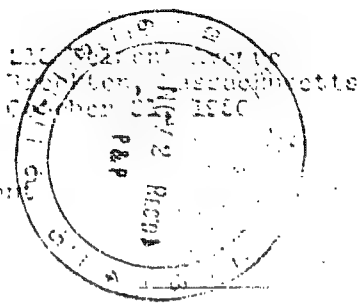
FROM: Chief, Staff C

SUBJECT: Lee W. WIGREN

1. It is requested that the above-named applicant be processed with a view toward appointing him to the position of Intelligence Officer, GS-6, in Staff C/CSA. Inasmuch as he is presently unemployed, it would be appreciated if this could be handled as soon as possible.
2. It is noted that, although it appears in subject's file that he was on limited service in the Army, this was caused as a result of polio at an early age, and he has since suffered no ill effects. It is also noted that upon interview he readily agreed to overseas service if necessary, although he prefers service in Washington, at least for the time being.
3. In the event it is not contemplated that the applicant will be informed within the next week or ten days that his application is receiving favorable consideration, please let us know and we will write to him directly.



SECRET



Mr. Donald V. Mulcahy
Chief, Procurement & Placement
Employees Division
Central Intelligence Agency
Washington 25, D.C.

Dear Mr. Mulcahy:

Thank you for your letter (ED -2), dated 18 October, 1950, which informed me that interest had been expressed in my qualifications.

I have completed the three copies of Form #34-1, and am returning them to you under separate cover by registered mail.

I shall plan to be in Washington on Wednesday and Thursday, November 8 and November 9, 1950 for the interviews which you suggested. I shall plan to report to Temporary I Building on the south side of the reflecting pool adjacent to the Lincoln Memorial at 9:30 A.M. of Wednesday, November 8, 1950.

If it should be impossible for me to have interviews on November 8 and 9, please notify me by letter or telegram. I shall leave Brooklyn for Washington at about 9:45 A.M. on Tuesday, November 7.

Sincerely,
Lee H. Wigren
Lee H. Wigren

Completed residence requirement for Ph.D. in History.

Room A 1EOP

23 October 1950
In reply please refer to ID -3

Mr. Lee H. Wigren
213 Belmont Avenue
Brockton, Massachusetts

Dear Mr. Wigren:

Reference is made to your application for employment with this agency.

This is to advise you that interest has been expressed in your qualifications. However, before any commitment can be made, it will be necessary for you to appear for personal interviews in Washington. If you are interested in pursuing this matter, please arrange to be in Washington for two full days. It would be appreciated if you would complete and return the enclosed forms prior to your arrival.

It is requested that you report to Temporary L Building which is located on the south side of the Reflecting Pool adjacent to the Lincoln Memorial.

This is not to be construed as an offer of employment nor as an invitation to come to Washington at Government expense.

Very truly yours,

DONALD V. MULCAHY
Chief, Procurement & Placement
Employees Division

Encl.: 3 Forms 38 - 1

dmj/laz

18 September 1950

Mr. Lee H. Wigren
218 Belmont Avenue
Brockton, Massachusetts

Dear Mr. Wigren:

Reference is made to your correspondence regarding possible employment with this organization.

If you will complete the enclosed forms, and return them to this office at your earliest convenience, we will be able to review your experience and education for consideration for any possible employment opportunity. Upon completion of this process, we will communicate with you regarding the decision reached in your case.

Your interest in our organization is appreciated.

Very truly yours,

11/2
A. P. FLYNN
Chief, Procurement & Placement
Personnel Division

Encl: 2 Forms 57

ros

X

44083

216 Belmont Avenue
Prockton, Massachusetts
September 11, 1950.

Central Intelligence Agency
National Security Council
2430 E Street NW
Washington, D.C.

Dear Sir:

I wish to inquire about openings with the Central Intelligence Agency for a man of my qualifications.

I am a graduate of Yale University (A.B., 1947), and have an M.A. degree from Harvard University (1948). In addition, I have completed two years of work toward a degree of Ph.D. at Harvard.

My major studies have been in history, government, and related subjects, with concentration in United States history. Part of my work at Yale was done under the wartime Army Specialized Training Program in Russian area and language studies. The graduate work which I have done has included research and writing in seminars as well as class study.

During World War II, I had approximately two years of administrative and teaching experience with the Information and Education Branch of the Army. After serving as a lecturer, I was sent to the School for Personnel Services, Washington and Lee University, Lexington, Virginia, and was promoted to Administrative Non-Commissioned Officer in the Information and Education Office, Camp Pickett, Virginia. For one and one-half years in that position, I aided in the development of an education program for all permanent personnel at that camp. I was in direct charge of the program of weekly classes and discussion groups on history and current events. These classes covered such topics as: the progress of the war, the U.S. and its allies, and information about the enemy. My duties included supervising and inspecting classes, training instructors, doing research and preparation of class material, lecturing, planning displays, developing news dissemination media, and doing educational counselling. This work necessitated close cooperation with the Intelligence and Security officers of the camp.

I am twenty-six years of age and unmarried. I am a veteran of World War II, but not a member of any reserve.

I should prefer a position involving historical research or some related field, but would be interested in any opportunity that might be available. If there should be an opening for which

1408:

My education and experience would qualify me, I should appreciate being considered for it. My academic records, personal and academic recommendations, or further details concerning my military work will be supplied if desired.

Sincerely,

Lee H. Wigren

Lee H. Wigren

SECRET

SECRET

REPRODUCTION MASTERS

BIOGRAPHIC PROFILE

BIOGRAPHIC PROFILE

SECRET

H a n d l e W i t h C a r e



"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11941 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1976

NAME	SERIAL	CRG.	SCH-GR-STEP	NEW SALARY
WIGREN LEE H	000198	BI 500	V GS 14 5	\$32,857

All

LCS 100 090

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5 U.S.C. AND EXECUTIVE ORDER 12010 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 09 OCTOBER 1977

NAME	ID NUMBER	CRG.	SCH-GR-STEP	NEW SALARY
WIGREN LEE H	0006198	CIS	GS 14 5	\$34,850

15573

KKK: 7 SEP 76

SECRET
(When Filled In)

OCF
NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER
006198
2. NAME (LAST FIRST MIDDLE)
WIGREN LEE H

3. NATURE OF PERSONNEL ACTION
REASSIGNMENT
4. EFFECTIVE DATE
MO DA YR
08 29 76
5. CATEGORY OF EMPLOYMENT
REGULAR

6. FUNDS
X V TO V
CF TO V
V TO CF
CF TO CF
7. PAN AND NSCA
T227 0171 0002
8. CAC OR OTHER LEGAL AUTHORITY
50 USC 403 J

9. ORGANIZATIONAL DESIGNATIONS
DDO/CI STAFF
RESEARCH AND ANALYSIS GROUP
OFFICE OF THE CHIEF
10. LOCATION OF OFFICIAL STATION
WASH., D.C.

11. POSITION TITLE
OPS OFFICER SAS
12. POSITION NUMBER
EQ15
13. SERVICE DESIGNATION
DAA

14. CLASSIFICATION SCHEDULE (GS, IS, etc.)
GS
15. OCCUPATIONAL SERIES
0136.01
16. GRADE AND STEP
14 5
17. SALARY OR RATE
30441

18. REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

20. ACTION CODE 37	21. EMPLOY CODE 10	21. OFFICE CODING NUMERIC 31500 ALPHABETIC CIS	22. STATION CODE 75013	23. INTEGREE CODE	24. HOURS CODE 1	25. DATE OF BIRTH MO DA YR 12 01 23	26. DATE OF GRADE MO DA YR	27. DATE OF LEI MO DA YR
28. NTE EXPIRES MO DA YR	29. SPECIAL REFERENCE	30. RETIREMENT DATA 1 - CIA 2 - CIA 3 - TCA 4 - NAME	31. SEPARATION DATA CODE	32. CORRECTION / CANCELLATION DATA TYPE MO DA YR	EOD DATA		33. SECURITY REQ NO	34. SER
35. VET. PREFERENCE CODE 0 - NONE 1 - 5 YR 2 - 10 YR	36. SERV. COMP DATE MO DA YR	37. LONG. COMP. DATE MO DA YR	38. CAREER CATEGORY CAP RESV CODE PROV IEMP	39. FEGLI / HEALTH INSURANCE CODE CODE 0 - WAIVER 1 - YES HEALTH INS CODE	40. SOCIAL SECURITY NO			
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 3 YRS) 3 - BREAK IN SERVICE (MORE THAN 3 YRS)		42. LEAVE CAT CODE	43. FEDERAL TAX DATA FORM EXECUTED 1 - YES 2 - NO LOLI NO TAX EXEMPTIONS		44. STATE TAX DATA FORM EXECUTED 1 - YES 2 - NO CODE NO TAX EXEMP STATE CODE			

SIGNATURE OR OTHER AUTHENTICATION

POSTED
SEP 30 1976
[Signature]

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)					
3. NATURE OF PERSONNEL ACTION							
4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT					
MO DA YR		MO DA YR					
6. FUNDS		7. PAN AND NSCA					
<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td>V TO V</td> <td>V TO CF</td> </tr> <tr> <td>CF TO V</td> <td>CF TO CF</td> </tr> </table>		V TO V	V TO CF	CF TO V	CF TO CF	8. CSC OR OTHER LEGAL AUTHORITY	
V TO V	V TO CF						
CF TO V	CF TO CF						
9. ORGANIZATIONAL DESIGNATIONS		10. LOCATION OF OFFICIAL STATION					
DDO/CIS RESEARCH AND ANALYSIS GROUP INTERNAL SECURITY DIVISION		WASHINGTON, D.C.					
11. POSITION TITLE		12. POSITION NUMBER	13. SERVICE DESIGNATION				
SIC OFFICER IN		7000	DA				
14. CLASSIFICATION SCHEDULE (GS, LB, etc)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE				
GS	151.01	GS-11	7100				
18. REMARKS							

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGRITY CODE	24. HOURS CODE	25. DATE OF BIRTH			26. DATE OF GRADE			27. DATE OF LEI		
		NUMERIC	ALPHABETIC				MO	DA	YR	MO	DA	YR	MO	DA	YR
		0000	CIS	7000		1	1	1	1952	7	1	7	7	1	7
28. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION / CANCELLATION DATA			33. SECURITY REG NO.		34. SEA		
MO	DA	YR	1 - CSC 2 - CIA 3 - FICA 5 - NONE	CODE			TYPE	MO	DA	YR	EOD DATA				
35. VET. PREFERENCE		36. SERV. COMP. DATE		37. LONG COMP DATE		38. CAREER CATEGORY		39. FECLT. HEALTH INSURANCE			40. SOCIAL SECURITY NO.				
CODE		MO	DA	YR	MO	DA	YR	CAR	RESV.	CODE	CODE	0 - WAIVER 1 - YES	HEALTH INS CODE		
								PROV	IMP						
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE				42. LEAVE CAT CODE		43. FEDERAL TAX DATA			44. STATE TAX DATA						
CODE						FORM EXECUTED			FORM EXECUTED						
0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 3 YRS) 3 - BREAK IN SERVICE (MORE THAN 3 YRS)						1 - YES 2 - NO			1 - YES 2 - NO						

SIGNATURE OF OTHER AUTHENTICATION

B.P.
J.H.

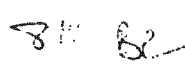
"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11883 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 12 OCTOBER 1975

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
WIGREN LEE H.	006198	31	500	CF GS 13 B	\$28,254

FORM 1150 5-74 Mfg 10-74

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION										
1. SERIAL NUMBER 076198		2. NAME (LAST-FIRST-MIDDLE) MICHAEL LEE W								
3. NATURE OF PERSONNEL ACTION DELEGATION OF NSCA				4. EFFECTIVE DATE MO DA YR 11 20 75		5. CATEGORY OF EMPLOYMENT REGULAR				
6. FUNDS X		V TO V		V TO CF		7. TAN AND NSCA 0227 1170 150		8. CSC OR OTHER LEGAL AUTHORITY 62 USC 443 J		
CF IO V		CF IO CF		9. ORGANIZATIONAL DESIGNATIONS DDO/CI STAFF RESEARCH AND ANALYSIS GROUP EXTERNAL RESEARCH BRANCH						
10. LOCATION OF OFFICIAL STATION WASH., D.C.						11. POSITION TITLE OPS OFFICER CI		12. POSITION NUMBER EQ77		
13. SERVICE DESIGNATION DAA		14. CLASSIFICATION SCHEDULE (GS, LH, etc.) GS		15. OCCUPATIONAL SERIES J146.01		16. GRADE AND STEP 13 0		17. SALARY OR RATE 28254		
18. REMARKS										
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL										
19. ACTION CODE 37	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC 31574 CIS		22. STATION CODE 75013	23. INTEGRAL CODE	24. HOURS CODE 1	25. DATE OF BIRTH MO DA YR 12 01 55		26. DATE OF GRADE MO DA YR	27. DATE OF LEI MO DA YR
28. NTE EXPIRES MO DA YR		29. SPECIAL REFERENCE	30. RETIREMENT DATA 1 - CSC 2 - CIA 3 - NSA 4 - NONE		31. SEPARATION DATA CODE	32. Correction/Cancellation Date MO DA YR		33. SECURITY REQ NO	34. SER	
35. VET. PREFERENCE CODE 0 - NONE 1 - 5 PT. 2 - 10 PT.	36. SERV. COMP. DATE MO DA YR		37. LONG COMP DATE MO DA YR		38. CAREER CATEGORY CAR BISS. CODE EROV IAMP		39. FECA / HEALTH INSURANCE CODE 0 - WAIVER 1 - YES HEALTH INS. COOP		40. SOCIAL SECURITY NO	
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 3 YRS) 3 - BREAK IN SERVICE (MORE THAN 3 YRS)			42. LEAVE CAT CODE	43. FEDERAL TAX DATA FORM EXECUTED 1 - YES 2 - NO		44. STATE TAX DATA FORM EXECUTED 1 - YES 2 - NO		CODE	MY TAX EXEMP	STATE CODE
SIGNATURE OR OTHER AUTHENTICATION										
										

FORM 1150
5-74 Mfg 10-74

Use Previous
Edition

SECRET

E2 IMPDET CL BY 007622

John

01 OCT 75

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER 000170		2. NAME (LAST-FIRST-MIDDLE) MIGREN TER H	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT AND CANCELLATION OF HSCA			4. EFFECTIVE DATE MO DA YR 07 19 75
5. CATEGORY OF EMPLOYMENT REGULAR			6. FUNDS X V TO V CF TO V V TO CF CF TO CF 2227 2170 0400 50 USC 403 J
9. ORGANIZATIONAL DESIGNATIONS DDO/CI STAFF RESEARCH AND ANALYSIS GROUP EXTERNAL RESEARCH BRANCH		10. LOCATION OF OFFICIAL STATION WASH., D.C.	
11. POSITION TITLE OPS OFFICER CI		12. POSITION NUMBER 2027	13. SERVICE DESIGNATION DAA
14. CLASSIFICATION SCHEDULE (GS, TB, etc) GS	15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 13 2	17. SALARY OR RATE 2E785

18. REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE 37	20. EMPLOY CODE 1A	21. OFFICE CODING NUMERIC ALPHABETIC 31500 CIS	22. STATION CODE 75013	23. INTERVIEW CODE	24. PROBATION CODE 1	25. DATE OF BIRTH MO DA YR 12 21 25	26. DATE OF GRADE MO DA YR	27. DATE OF LEI MO DA YR
28. HIS EXPIRES MO DA YR	29. SPECIAL REFERENCE	30. RETIREMENT DATA 1. CSC 2. CIA 3. HCA 4. NCHP	31. SEPARATION DATA CODE	32. CORRECTION/CONSOLIDATION DATA TYPE MO DA YR	33. SECURITY REG NO		34. SEA	
35. VET. PREFERENCE CODE 0 - NONE 1 - 5 PT 2 - 10 PT	36. SERV. COMP. DATE MO DA YR	37. LEAVE COMP. DATE MO DA YR	38. CAREER CATEGORY CAB BSY ECON EMP	39. FEGLI / HEALTH INSURANCE COBRA 0 - WAIVER 1 - YES	40. SOCIAL SECURITY NO	41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 3 YRS) 3 - BREAK IN SERVICE (MORE THAN 3 YRS)		
42. LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXEMPTED 1 - YES 2 - NO	44. STATE TAX DATA FORM EXEMPTED 1 - YES 2 - NO	45. SIGNATURE OF OTHER AUTHENTICATION					

POSTED
07-30

jh

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

NOV 11/30/76

1 SERIAL NUMBER 2 NAME (LAST FIRST MIDDLE)

000190 WIGGERS LEE H

3 NATURE OF PERSONNEL ACTION

ASSIGNMENT

4 EFFECTIVE DATE

NOV 27 76

5 CATEGORY OF EMPLOYMENT

6 FUNDS

X

Y TO Y

Y TO CF

CF TO Y

CF TO CF

7 FAR AND NSCA

2227 0170 0002

8 ESC OR OTHER (LEGAL AUTHORITY)

9 ORGANIZATIONAL DESIGNATIONS

DDO/C10P

DDO/C10P/R AND AG/LNS

10 LOCATION OF OFFICIAL STATION

WASH, D.C.

11 POSITION TITLE

OPS OFFICER-CH

12 POSITION NUMBER

0327

13 CAREER SERVICE DESIGNATION

DAA

14 CLASSIFICATION SCHEDULE (GS, 18, etc.)

GS

15 OCCUPATIONAL SERIES

0136-01

16 GRADE AND STEP

13

17 SALARY OR RATE

18 REMARKS

SIGNATURE OR OTHER AUTHENTICATION

POSTED

NOV 26 1976

4

YOU ARE DESIGNATED EXCEL.

EFFECTIVE DATE OF DESIGNATION: 01 MAY 1974.

WIGREN LEE H

006198

62270170

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11811 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 08 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 OCTOBER 1974

NAME	SERIAL	LEGR.	FUNDS	GR-STEP	NEW SALARY
WIGREN LEE H	006198	31	500	CF GS 13 8	\$26,905

1-52

1. SERIAL NO. 006198		2. NAME WIGREN LEE H		3. ORGANIZATION 31 500		4. FUNDS CF		5. LWOP HOURS	
6. OLD SALARY RATE		7. NEW SALARY RATE		8. TYPE ACTION		SI		ADJ.	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE		
GS 13	7	\$24,811	05/02/71	GS 13	8	\$25,500	04/28/74		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.								DATE 1/7/74	
SIGNATURE <i>[Signature]</i>									
<input checked="" type="checkbox"/> NO EXCESS LWOP <input checked="" type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CLERKS INITIALS <i>[Initials]</i> WIGREN LEE H <i>[Signature]</i>									
FORM 560E Use previous editions									
PAY CHANGE NOTIFICATION (4-51)									

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11739 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 02 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 OCTOBER 1973

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
WIGREN LEE H	006198	31	500	CF GS 13 7	\$24,611

"PAY ADJUSTMENT IN ACCORDANCE WITH 5 U.S.C. 5305 AND EXECUTIVE ORDER 11691 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 09 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 07 JANUARY 1973

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
WIGREN LEE H	006198	31	500	CF GS 13 7	\$23,642

EFFECTIVE DATE OF PAY ADJUSTMENT CORRECTED FROM 7 JAN 1973 TO 1 OCT 1973 UNDER EXECUTIVE ORDER 11727, DATED 12 APR 1974.

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 92-210 AND EXECUTIVE ORDER 11637 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 9 JANUARY 1972

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
WIGREN LEE H	006198	31	500	CF GS 13 7	\$22,487

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-260 AND EXECUTIVE ORDER 11490 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 JULY 1969

NAME: WIGREN LEE H SERIAL: 006194 ORGN: 31 FUNDS: 500 CF: 05 13 6 NEW SALARY: \$18,447

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-650 AND EXECUTIVE ORDER 11576 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 JANUARY 1971

NAME: WIGREN LEE H SERIAL: 006194 ORGN: 31 FUNDS: 500 CF: 05 13 6 NEW SALARY: \$20,721

153

227-0170

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP HOURS			
006194		WIGREN LEE H		31 500		CF					
6. OLD SALARY RATE				7. NEW SALARY RATE						8. TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADI		
GS	13 6	\$20,721	05/04/69	GS	13 7	\$21,313	05/02/71				
CERTIFICATION AND AUTHENTICATION											
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.											
SIGNATURE						DATE					
<i>Donovan E. Holt</i>						<i>10 March 1971</i>					
<input checked="" type="checkbox"/> NO EXCESS LWOP <input checked="" type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD											
CLERKS INITIALS						AUDITED BY					
<i>065</i>						<i>[Signature]</i>					
FORM 7-66 560 E Use previous editions PAY CHANGE NOTIFICATION											

2/21/71
11/11/71
11/11/71

I53

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP HOURS			
006198		WIGREN LEE H		31 500		CF					
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION			
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ.		
GS	13	5	\$16,329	05/07/67	GS	13	6	\$16,809	05/04/69		
CERTIFICATION AND AUTHENTICATION											
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.											
SIGNATURE				DATE							
				5/3/69							
<input type="checkbox"/> NO EXCESS LWOP											
<input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD											
<input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD											
CLERKS INITIALS				AUDITED BY							
ML				DH							
FORM 7-66 560 E Use previous editions											
PAY CHANGE NOTIFICATION											
(4-51)											

DB

PLW: 15 JUL 68

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION													
1 SERIAL NUMBER		2 NAME (LAST FIRST MIDDLE)											
006198		WIGREN LEE H											
3 NATURE OF PERSONNEL ACTION					4 EFFECTIVE DATE		5 CATEGORY OF EMPLOYMENT						
REASSIGNMENT					07 14 68		REGULAR						
6 FUNDS		7 TO V		8 TO CF		9 FUNDAL ANALYSIS NO. CHARGEABLE		10 CSC OR OTHER LEGAL AUTHORITY					
X		V TO V		V TO CF		9227 0170 0000		50 USC 403 J					
CF TO V		CF TO CF		11 ORGANIZATIONAL DESIGNATIONS						12 LOCATION OF OFFICIAL STATION			
						DDP/CI STAFF RESEARCH AND ANALYSIS GROUP						WASH., D.C.	
13 POSITION TITLE					14 POSITION NUMBER		15 SERVICE DESIGNATION						
OPS OFFICER					0213		D						
16 CLASSIFICATION SCHEDULE (GS, LS, etc.)			17 OCCUPATIONAL SERIES		18 GRADE AND STEP		19 SALARY OR RATE						
GS			0136.01		13 5		16329						
18 REMARKS													
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL													
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGREE CODE	24. HIRING CODE	25. DATE OF BIRTH		26. DATE OF GRADE	27. DATE OF LEI			
37	10	NUMERIC	ALPHABETIC	75013		1	MO DA YR		MO DA YR	MO DA YR			
		31500	CI				12 01 23						
28. HIRING BASIS		29. SPECIAL REFERENCE	30. RETIREMENT DATA		31. SEPARATION DATA CODE	32. CORRECTION / CANCELLATION DATA		33. SECURITY REG NO		34. SER			
MO DA YR			1 - CSC 2 - CIA 3 - NSA 4 - NRO		CODE	TYPE MO DA YR		EOD DATA					
35. VET PREFERENCE		36. SERV. COMP. DATE		37. LONG. COMP. DATE		38. CAREER CATEGORY		39. FEGLI / HEALTH INSURANCE		40. SOCIAL SECURITY NO.			
CODE		MO DA YR		MO DA YR		CAP EMP CODE CODE		B WAIVER HEALTH INS. CODE					
1 - NONE 2 - 5 YR 3 - 10 YR						PROV TEMP		1 - YES 2 - NO					
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE				42. LEAVE CAT. CODE	43. FEDERAL TAX DATA		44. STATE TAX DATA						
CODE					FORM EXECUTED		NO. TAX EXEMPTIONS		FORM EXECUTED				
1 - NO PREVIOUS SERVICE 2 - NO BREAK IN SERVICE 3 - BREAK IN SERVICE (LESS THAN 3 YRS) 4 - BREAK IN SERVICE (MORE THAN 3 YRS)					1 - YES 2 - NO		1 - YES 2 - NO		CODE STATE CODE				
SIGNATURE OR WRITTEN AUTHENTICATION													
FROM OTR													

FORM 346 1150 May 1967

Use Previous Edition

SECRET

POSTED

07-31-68

1150
MAY 1967

(When Filled In)

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-504
 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949,
 AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 3 JULY 1966

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
WIGREN LEE H	006198	17	500	V GS 13 4	\$13,815	\$14,217

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-206
 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949,
 AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 8 OCTOBER 1967

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
WIGREN LEE H	006198	17	500	CF GS 13 5	\$14,665	\$15,307

D-4

1. Serial No.		2. Name		3. Cost Center Number		4. LWOP Hours				
006198		WIGREN LEE H		17 500 V						
5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADJ.
GS 13	4	\$14,217	05/09/65	GS 13	5	\$14,665	05/01/67			
8. Benefits and Authorization										
<input checked="" type="checkbox"/> NO EXCESS LWOP <input checked="" type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input checked="" type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS _____ AUDITED BY _____										
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.										
SIGNATURE: <i>T. J. [unclear]</i>						DATE: 21 Nov 1967				
PAY-CHANGE NOTIFICATION										

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTIVE ORDER 11413 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 JULY 1966

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
WIGREN LEE H	00619R	31	500	CF GS 13 5	\$15,307	\$16,329

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-206 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 8 OCTOBER 1967

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
WIGEN CHRISTINE ANN	498475	4B	100	V GS 06 1	\$ 5,867	\$ 6,137

SECRET
(When Filled In)

OCS 09/24/66

NOTIFICATION OF PERSONNEL ACTION

1 SERIAL NUMBER 006190		2 NAME (LAST, FIRST, MIDDLE) WIGREN LEE H	
3 NATURE OF PERSONNEL ACTION REASSIGNMENT		4 EFFECTIVE DATE 09 14 66	
5 CATEGORY OF EMPLOYMENT		6 CSK OR OTHER LEGAL AUTHORITY	
7 FINANCIAL ANALYSIS NO (CHARITABLE)		8 CSK OR OTHER LEGAL AUTHORITY	
9 ORGANIZATIONAL DESIGNATION		10 LOCATION OF OFFICIAL STATION WASH., D.C.	
11 POSITION TITLE INSTR INTEL		12 POSITION NUMBER 1298	
13 CAREER SERVICE DESIGNATION D		14 CLASSIFICATION SCHEDULE (GS, LB, etc) GS	
15 OCCUPATIONAL SERIES 1712, 31		16 GRADE AND STEP 13	
17 SALARY OR RATE		18 REMARKS	
SIGNATURE OF OTHER AUTHENTICATOR			

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL. 89-301 PURSUANT TO AUTHORITY OF TCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI POLICY DIRECTIVE DATED 4 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1965

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
WIGREN LEE W	006198	17	500	V GS 13 4	\$12,915	\$13,335

53

1. Serial No.		2. Name		3. Cost Center Number		4. LWOP Hours				
006198		WIGREN LEE W		48 200 V						
5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADJ.
GS	13	3	\$12,915	05/10/64	GS	13	4	\$13,335	05/09/65	
8. Remarks for Authentication										
<p>NO EXCESS LWOP IN PAY STATUS AT END OF WAITING PERIOD LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS <i>[Signature]</i> AUDITED BY <i>[Signature]</i></p> <p>I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.</p> <p>SIGNATURE: <i>[Signature]</i> DATE 15 Mar 65</p>										
PAY CHANGE NOTIFICATION										

MAY 12 4 22 PM '65

1 APR 65

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER 000198		2. NAME (LAST-FIRST-MIDDLE) WIGREN LEE H	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT			4. EFFECTIVE DATE MO. DA. YR. 04 21 65
5. CATEGORY OF EMPLOYMENT REGULAR			6. COST CENTER NO. CHARGEABLE 5275 2500 0000
7. FUNDS X		8. CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J	9. ORGANIZATIONAL DESIGNATIONS FACULTY
10. LOCATION OF OFFICIAL STATION WASH., D.C.		11. POSITION TITLE INSTR INTEL	
12. POSITION NUMBER 1238		13. SERVICE DESIGNATION D	
14. CLASSIFICATION SCHEDULE (GS, LO, etc.) GS		15. OCCUPATIONAL SERIES 1712.31	16. GRADE AND STEP 13 3
17. SALARY OR RATE 12915			
18. REMARKS			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE 37	20. EMPLOY. CODE 10	21. OFFICE CODING NUMERICAL ALPHABETIC 17500 GTR	22. STATION CODE 75013
23. INTERFERE CODE	24. NO. INCL. Code	25. DATE OF BIRTH MO. DA. YR. 12 01 23	26. DATE OF GRADE MO. DA. YR.
27. DATE OF LEI MO. DA. YR.	28. NTE EXPIRES MO. DA. YR.	29. SPECIAL REFERENCE	30. RETIREMENT DATA 1 - CSC 2 - FICA 3 - NONE
31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE MO. DA. YR.	EOD DATA	
33. VET. PREFERENCE CODE 0 - NONE 1 - 5 PT. 2 - 10 PT.	34. SERV. COMP. DATE MO. DA. YR.	35. LONG. COMP. DATE MO. DA. YR.	36. CAREER CATEGORY CAP 915V PM/PT TEMP
37. FEGLI / HEALTH INSURANCE CODE CODE 0 - WAIVER 1 - YES		38. SOCIAL SECURITY NO.	
41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0 - NO PREVIOUS SERVICE 1 - NO CAREER IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 3 YRS.) 3 - BREAK IN SERVICE (MORE THAN 3 YRS.)		42. LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS 1 - YES 2 - NO
44. STATE TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS 1 - YES 2 - NO		45. STATE CODE	
SIGNATURE OR OTHER AUTHENTICATION			
FROM: SR - 2		<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <p style="margin: 0;">FOSTED</p> <p style="margin: 0;"><i>WJW 4/22/65</i></p> </div>	

FORM 11-62 1150

Use Previous Edition

SECRET

Jga

GROUP 1
Excluded from automatic
downgrading and
declassification

(When Filled In)

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

ADPC 24/23/64

1. SERIAL NUMBER

2. NAME (LAST FIRST-MIDDLE)

006198

WIGREN LEE H

3. NATURE OF PERSONNEL ACTION

4. EFFECTIVE DATE

5. CATEGORY OF EMPLOYMENT

REASSIGNMENT

MO DA EE
04 12 64

6. FUNDS

V TO V

V TO CF

7. COST CENTER NO. (CHARGEABLE)

8. CSC OR OTHER LEGAL AUTHORITY

CF TO V

CF TO CF

4234 1000 1000

9. ORGANIZATIONAL DESIGNATIONS

10. LOCATION OF OFFICIAL STATION

BDP/SR DIVISION

DDP SR CI GR RESEARCH BR

WASH., D.C.

11. POSITION TITLE

OPS OFFICER CH

12. POSITION NUMBER

1017

13. CAREER SERVICE DESIGNATION

D

14. CLASSIFICATION SCHEDULE (GS, LB, OR)

GS

15. OCCUPATIONAL SERIES

0136.01

16. GRADE AND STEP

13

17. SALARY OR RATE

18. REMARKS

SIGNATURE OF OTHER AUTHENTICATION

POSTED
27 APR
1964

Form 1-63 1-52B
MFG 1-63

Use Previous
Edition

SECRET

GROUP 1
Excluded from automatic
downgrading and
declassification

(When Filled In)

(4-51)

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND DCI MEMORANDUM DATED 1 AUGUST 1964, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 14 OCTOBER 1964.

NAME	SERIAL	ORGN	FUNDS	GR-ST	OLD SALARY	NEW SALARY
WIGREN LEE H	006198	60080	V	GS 13 1	\$11,150	\$11,150

1. Serial No.		2. Name		3. Cost Center Number		4. LWOP Hours	
006198		WIGREN LEE H		60 080 2 V			
5. OLD SALARY RATE				6. NEW SALARY RATE			
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date
GS 13	1	\$11,150	05/13/62	GS 13	2	\$11,515	05/12/63
7. TYPE ACTION							
PSI							
ESI							
ADJ.							
8. Remarks and Authentication							
/ / NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD / / LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS <i>PKR</i> AUDITED BY							
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.							
SIGNATURE: <i>[Signature]</i>				DATE: 14 MAR 1963			
PAY CHANGE NOTIFICATION							

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND DCI MEMORANDUM DATED 1 AUGUST 1964, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 5 JANUARY 1964.

NAME	SERIAL	ORGN	FUNDS	GR-ST	OLD SALARY	NEW SALARY
WIGREN LEE H	006198	48 080	V	GS 13 2	\$11,515	\$12,150

PSC: 11 MAY 62

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION																	
1. SERIAL NUMBER		2. NAME (LAST-FIRST-MIDDLE)															
006198		WIGREN LEE H															
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE			5. CATEGORY OF EMPLOYMENT								
PROMOTION						05 13 62			REGULAR								
6. FUNDS		- Y TO Y		Y TO CF		7. COST CENTER NO. CHARGEABLE			8. CSC OR OTHER LEGAL AUTHORITY								
X						2234 1000 1000			50 USC 403 J								
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION											
DDP SR CHIEF, OPERATIONS AND PLANS COUNTERINTELLIGENCE BRANCH RESEARCH SECTION						WASH., D.C.											
11. POSITION TITLE						12. POSITION NUMBER			13. CAREER SERVICE DESIGNATION								
OPS OFFICER CH						0351			D								
14. CLASSIFICATION SCHEDULE (GS, LO, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE									
GS				0136.01		13 1		10635									
18. REMARKS																	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL																	
19. ACTION CODE		20. EMPLOY. CODE		21. OFFICE CODING		22. STATION CODE		23. INTEREST CODE		24. MATH. CODE		25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI	
22		10		60080 SR		75013						12 01 23		05 13 62		05 13 62	
28. BIRTH EXP. DATE		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION/CANCELLATION DATA				33. SECURITY REG. NO.		34. SER.			
								EOD DATA									
35. PFT PREFERENCE		36. SERV. COMP. DATE		37. LONG COMP. DATE		38. MIL. SEPP CREDIT/LCD		39. FEGLI/HEALTH INSURANCE				40. SOCIAL SECURITY NO.					
41. PREVIOUS GOVERNMENT SERVICE DATA						42. LEAVE CAT. CODE		43. FEDERAL TAX DATA				44. STATE TAX DATA					
SIGNATURE OR OTHER AUTHENTICATION																	
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <p>POSTED</p> <p><i>[Signature]</i></p> </div>																	

SECRET
(When Filled In)

1. Report No.		2. Name		3. Cost Center Number		4. LWOP Hours				
106198		WIGREN LEE H		DDP/SR 2 V-20						
5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last Eff Date	Grade	Step	Salary	Effective Date	PEI	LSI	ADL
GS	12 2	\$ 8,570	10/17/59	12	3	\$ 9,215	04/16/61			
8. Remarks and Authentication										
<p>/X/ NO EXCESS LWOP</p> <p>/ / IN PAY STATUS AT END OF WAITING PERIOD</p> <p>/ / IN LWOP STATUS AT END OF WAITING PERIOD</p> <p align="center">HOWARD</p> <p align="center">PAY CHANGE NOTIFICATION</p>										

Form 7-60 560

Obsolete Previous Edition

SECRET

(4-51)

IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-568 AND DCI MEMO DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

SD	NAME	SERIAL	ORGN	GR-ST	OLD SALARY	NEW SALARY
DI	WIGREN LEE H	106198	48 24	GS-12 2	\$ 8,570	\$ 9,215

/S/ EMMETT D. ECHOLS
DIRECTOR OF PERSONNEL

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

US 21 AUGUST 59

1. Serial No. 106198		2. Name (Last-First-Middle) WIGREN LEE H			3. Date Of Birth Mo. Da. Yr. 12 01 23			4. Vol. Pral. Non-1 5 Pt-1 10 Pt-2 1		5. Sex M I 1		6. CS - EGD Mo. Da. Yr. 03 19 51			
7. SCD Mo. Da. Yr. 03 24 43		8. CSC Patmt. Yes-1 No-2 1		9. CSC Or Other Legal Authority 50 USCA 403 J		10. Admt. Allidiz. Mo. Da. Yr.			11. H.S.U. Yes-1 No-2 03 19 51			12. LCD Mo. Da. Yr. 03 19 51		13. Prom. Ltr. Yes-1 No-2 2	

PREVIOUS ASSIGNMENT

14. Organizational Designations DDP SR CHIEF OF OPERATIONS COUNTER ESPIONAGE STAFF RESEARCH & SUPPORT SECTION				Code 4824		15. Location Of Official Station WASH., D. C.				Station Code 75013		
16. Dept. - Field Dept. - 2 USStd. - 4 Frgn. - 6 2		17. Position Title 10 CI				18. Position No. 0400		19. Serv. GS		20. Occup. Series 0136.53		
21. Grade & Step 12 1		22. Salary Or Rate \$ 8330		23. SD DI		24. Date Of Grade Mo. Da. Yr. 04 20 58		25. Pst Due Mo. Da. Yr. 10 18 59		26. Appropriation Number 9 3400 20 001		

ACTION

27. Nature Of Action REASSIGNMENT		Code 56		28. Eff. Date Mo. Da. Yr. 08 23 59		29. Type Of Employee REGULAR		Code 01		30. Separation Data	
--------------------------------------	--	------------	--	--	--	---------------------------------	--	------------	--	---------------------	--

PRESENT ASSIGNMENT

31. Organizational Designations DDP SR CHIEF OF OPERATIONS COUNTER ESPIONAGE STAFF RESEARCH SECTION				Code 4824		32. Location Of Official Station WASH., D. C.				Station Code 75013		
33. Dept. - Field Dept. - 2 USStd. - 4 Frgn. - 6 2		34. Position Title OPS OFFICER				35. Position No. 0351		36. Serv. GS		37. Occup. Series 0136.01		
38. Grade & Step 12 1		39. Salary Or Rate \$ 8330		40. SD DI		41. Date Of Grade Mo. Da. Yr. 04 20 58		42. Pst Due Mo. Da. Yr. 10 18 59		43. Appropriation Number 0234 1000 1000		

44. Remarks

POSTED
[Signature]

SECRET
(When Filled In)

MCM 17 APRIL 59 X XM												NOTIFICATION OF PERSONNEL ACTION					
1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth			4. Vol. Prof.		5. Sex		6. CS - ECD				
106198		WIGREN LEE H				Mo.	Da.	Yr.	Non-1	Code	M	1	Mo.	Da.	Yr.		
03 24 43		50 USCA 403 J				12	01	23	5 Pt-1	1			03	19	51		
7. SCD		8. CSC Rmt.		9. CSC Or Other Legal Authority		10. Asst. Affidav.			11. H.C.I.			12. LCD		13. M.C. Code			
Mo.	Da.	Yr.	Yes-1	Code			Mo.	Da.	Yr.	Yes-1	Code	Mo.	Da.	Yr.	Yes-1	Code	
03	24	43	No-9	1			03	19	51	No-9		03	19	51	No-2	2	

PREVIOUS ASSIGNMENT

14. Organizational Designations				Code	15. Location Of Official Station				Station Code	
DDP FI STAFF DIV D COUNTER ESPIONAGE SECT. BIOGRAPHIC UNIT				4109	WASH., D. C.				75013	
16. Dept. - Field		17. Position Title			18. Position No.		19. Serv.	20. Occup. Series		
Dept - 2	Code	BIOGRAPHIC OFF			0712		GS	0132.31		
USHD - 4	2									
Fgn - 6										
21. Grade & Step		22. Salary Or Rate		23. SD	24. Date Of Grade		25. PSI Due		26. Appropriation Number	
12 1		\$ 8330		DI	Mo.	Da.	Yr.	Mo.	Da.	Yr.
					04	20	53	10	18	59
									0 2305 23	

ACTION

27. Nature Of Action		Code	28. Eff. Date		29. Type Of Employee		Code	30. Separation Data	
REASSIGNMENT		57	Mo.	Da.	Yr.	REGULAR		01	
			04	19	59				

PRESENT ASSIGNMENT

31. Organizational Designations				Code	32. Location Of Official Station				Station Code	
DDP SR CHIEF OF OPERATIONS COUNTER ESPIONAGE STAFF RESEARCH & SUPPORT SECTION				4824	WASH., D. C.				75013	
33. Dept. - Field		34. Position Title			35. Position No.		36. Serv.	37. Occup. Series		
Dept - 2	Code	10 CI			0400		GS	0136.53		
USHD - 4	2									
Fgn - 6										
38. Grade & Step		39. Salary Or Rate		40. SD	41. Date Of Grade		42. PSI Due		43. Appropriation Number	
12 1		\$ 8330		DI	Mo.	Da.	Yr.	Mo.	Da.	Yr.
					04	20	53	10	18	59
									9 3400 20 001	

44. Remarks

POSTED
21 APR 1959

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION													
MCM 18 APRIL 58													
1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth			4. Vol. Prof.		5. Sex	6. CS - EOD	
106193		WIGREN LEE H				Mo. Da. Yr. 12 01 23			Non-0 5 Pt-1 10 Pt-2 1		M 1	Mo. Da. Yr. 03 19 51	
7. SCD		8. CSC Rtnnt.		9. CSC Or Other Legal Authority		10. Apmt. Affidav.			11. FEGLI		12. LCD		13. MIL. SERV. Credit, Sep.
Mo. Da. Yr. 03 24 43		Yes-1 No-2 1		50 USCA 103 J		Mo. Da. Yr.			Yes-1 No-2		Mo. Da. Yr. 03 19 51		Yes-1 No-2 2

PREVIOUS ASSIGNMENT

14. Organizational Designations DDP FI STAFF DIVISION D COUNTER-ESPIONAGE SECTION BIOGRAPHIC UNIT				Code 4109	15. Location Of Official Station WASH. D. C.				Station Code 75013	
16. Dept. - Field Dept. - 2 USStd - 4 Frgn - 6		17. Position Title BIOGRAPHIC OFF			18. Position No. 712		19. Serv. GS	20. Occup. Series 0132.31		
21. Grade & Step 11 3		22. Salary Or Rate \$ 6820		23. SD DI	24. Date Of Grade Mo. Da. Yr. 01 16 55		25. PSI Due Mo. Da. Yr. 01 12 58		26. Appropriation Number 8 2305 23	

ACTION

27. Nature Of Action PROMOTION		Code 30	28. Eff. Date Mo. Da. Yr. 04 20 58		29. Type Of Employee REGULAR		Code 01	30. Separation Data	
-----------------------------------	--	------------	--	--	---------------------------------	--	------------	---------------------	--

PRESENT ASSIGNMENT

31. Organizational Designations DDP FI STAFF DIV D COUNTER ESPIONAGE SECT. BIOGRAPHIC UNIT				Code 4109	32. Location Of Official Station WASH., D. C.				Station Code 75013	
33. Dept. - Field Dept. - 2 USStd - 4 Frgn - 6		34. Position Title BIOGRAPHIC OFF			35. Position No. 0712		36. Serv. GS	37. Occup. Series 0132.31		
38. Grade & Step 12 1		39. Salary Or Rate \$ 7570		40. SD DI	41. Date Of Grade Mo. Da. Yr. 04 20 58		42. PSI Due Mo. Da. Yr. 10 18 59		43. Appropriation Number 8 2305 23	

44. Remarks

FORMED
17 APR 58
R

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO. 106199		2. NAME WIGREN LEE H			3. ASSIGNED ORGAN. DDP/WE		4. FUNDS V-2		5. ALLOTMENT 2075		
6. OLD SALARY RATE				7. NEW SALARY RATE							
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
11	2	\$ 6,605	07	15	56	11	3	\$ 6,820	01	12	58
TO BE COMPLETED BY THE OFFICE OF COMPTROLLER											
9. CHECK ONE <input type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> EXCESS LWOP						9. NUMBER OF HOURS LWOP					
IF EXCESS LEAVE LWOP, CHECK FOLLOWING:						10. INITIALS OF CLERK					
<input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD						11. APPROVED BY					
<input type="checkbox"/> IN LWOP STATUS AT END OF WAITING PERIOD											
TO BE COMPLETED BY THE OFFICE OF PERSONNEL											
12. PROJECTED SALARY RATE AND EFFECTIVE DATE						13. REMARKS					
GRADE	STEP	SALARY	MO.	DA.	YR.						
14. AUTHENTICATION											

FORM NO. 560b
1 MAR. 56

SECRET

PERSONNEL FOLDER

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO. 106198		2. NAME WIGREN LEE H			3. ASSIGNED ORGAN. DDP/WE		4. FUNDS V-20		5. ALLOTMENT 2305		
6. OLD SALARY RATE				7. NEW SALARY RATE							
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
11	2	\$ 6,605	07	15	56	11	3	\$ 6,820	01	12	58
REMARKS											
CERTIFICATION											
I CERTIFY THAT THE PERFORMANCE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.											
TYPED, OR PRINTED, NAME OF SUPERVISOR Albert P. Kerzel				DATE 9 Dec. 57		SIGNATURE OF SUPERVISOR 					
PERIODIC STEP INCREASE - CERTIFICATION											

FORM NO. 560
1 MAR. 56

SECRET

PERSONNEL FOLDER

SECRET

GENERAL SCHEDULE SALARY INCREASE EFFECTIVE
12 JANUARY 1954 AUTHORIZED BY P. L. 85 - 468 AND DSI
DISTRICTS WHERE APPLICABLE ADJUSTED AS FOLLOWS

NAME	SERIAL	GRADE-STEP	OLD SALARY	NEW SALARY
WIGREN LEE H	106198	GS-12-1	\$ 7,570	\$ 8,330

STUDON W. STEWART
ASST. DIRECTOR OF PERSONNEL

SECRET

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1. Serial No.		2. Name (Last-First-Middle)			3. Date Of Birth			4. Vet. Prof.		5. Sex		6. CS - EOD				
1061-55		WIGREN LEE II			Mo.	Da.	Yr.	None-0	Code	M	1	Mo.	Da.	Yr.		
7. SCD		8. CSC Rmt.		9. CSC Or Other Legal Authority			10. Apmt. All. Job.			11. FEGLI		12. LCD		13. Mil. Serv. Code		
Mo.	Da.	Yr.	Yes-1	Code	Mo.			Da.	Yr.	Yes-1	Code	Mo.	Da.	Yr.	Yes-1	Code
XX	XX	XX	No-2	1	50 USCA 403 J			Mo.	Da.	Yr.	No-2	03	12	51	No-2	2

PREVIOUS ASSIGNMENT

14. Organisational Designations				Code	15. Location Of Official Station				Station Code	
ODP WE					WASH. D. C.					
16. Dept. - Field		17. Position Title			18. Position No.		19. Serv.	20. Occup. Series		
Dept - 2	Code	AREA OPS OFF			55		GS	0136.01		
USIId - 4										
Prgr - 6	2									
21. Grade & Step		22. Salary Or Rate		23. SD	24. Date Of Grade		25. PSI Due		26. Appropriation Number	
Mo.	Da.	Yr.	Mo.	Da.	Yr.					
11	2	\$ 6505	DI					S 3000 20		

ACTION

27. Nature Of Action		Code	28. Eff. Date		29. Type Of Employee		Code	30. Separation Data	
REASSIGNMENT		57	Mo.	Da.	Yr.	REGULAR		01	
			11	17	57				

PRESENT ASSIGNMENT

31. Organizational Designations				Code	32. Location Of Official Station				Station Code	
ODP FI STAFF DIVISION D COUNTER ESPIONAGE SECTION BIOGRAPHIC UNIT				4109	WASH. D. C.				75013	
33. Dept. - Field		34. Position Title			35. Position No.		36. Serv.	37. Occup. Series		
Dept - 2	Code	BIOGRAPHIC OFF			712		GS	0132.31		
USIId - 4										
Prgr - 6	2									
38. Grade & Step		39. Salary Or Rate		40. SD	41. Date Of Grade		42. PSI Due		43. Appropriation Number	
Mo.	Da.	Yr.	Mo.	Da.	Yr.					
11	2	\$ 6505	DI	01	11	155	01	112	156	S 2305 23

44. Remarks

1061-55
29 NOV 57
[Signature]

NO OVER INCREASES IN COMPENSATION

CONFIDENTIAL

U.S. GOVERNMENT PRINTING OFFICE 1964 O-240980

1. Employee's name (and social security account number when appropriate)
 2. Payroll period
 3. Block No.
 4. Day Mo.
 5. Grade and pay rate

PAYROLL CHANGE DATA										
	BASE PAY	OVERTIME		GROSS PAY	RET.	FEDERAL TAX	BOND	F. I. C. A.	STATE TAX	NET PAY
7. Previous amount										
8. New amount										
9. Pay this period										

10. Remarks
 11. Appropriation
 12. Prepared by
 13. Audited by

14. Effective date
 15. Date last equivalent increase
 16. Old salary rate
 17. New salary rate
 18. Performance rating is satisfactory or better.

19. On excess LWOP. Total excess LWOP.
 20. In 12 months or less waiting period.
 21. More than 12 months waiting period.

22. Signature of other authorized official
 23. Signature of Clerk

24. Date
 25. Time

26. Remarks

27. Remarks

28. Remarks

29. Remarks

30. Remarks

31. Remarks

32. Remarks

PAYROLL CHANGE SLIP — PERSONNEL COPY

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION cnd

1. NAME (LAST-FIRST-MIDDLE-OR OTHER NAME, INITIALS, AND SURNAMES) Mr. Leo N. Wilson		2. DATE OF BIRTH 1 Dec 1929	3. JOURNAL OR ACTION NO.	4. DATE 79 July 1955																		
This is to notify you of the following action affecting your employment:																						
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) Reassignment		6. EFFECTIVE DATE 31 July 1955	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY 50 USC 407 J																			
FROM		TO																				
8. POSITION TITLE Area Ops. Officer BB 67-11 9. SERVICE, SERIES, GRADE, SALARY GS-0136.01-11 \$6390.00 p.a. 10. ORGANIZATIONAL DESIGNATIONS DDP/NE <div style="border: 1px solid black; width: 100px; height: 15px; display: inline-block;"></div> FI, PP, PM		8. POSITION TITLE Area Ops Officer BU 55 9. SERVICE, SERIES, GRADE, SALARY GS-0136.01-11 \$6390.00 p.a. 10. ORGANIZATIONAL DESIGNATIONS DDP/NE <div style="border: 1px solid black; width: 100px; height: 15px; display: inline-block;"></div> FI, PP, PM 11. HEADQUARTERS Washington, D. C.																				
<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		12. FIELD OR DEPT'L <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL																				
13. ATTENDAN'S PREFERENCE		14. POSITION CLASSIFICATION ACTION																				
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>ROSE</th> <th>NON-UTILE</th> <th>TYPE</th> <th colspan="2">13. POINT</th> </tr> <tr> <td></td> <td></td> <td></td> <td>DISAB.</td> <td>OTHER</td> </tr> </table>		ROSE	NON-UTILE	TYPE	13. POINT					DISAB.	OTHER	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>AS</th> <th>VICE</th> <th>J. A.</th> <th>REAL.</th> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>			AS	VICE	J. A.	REAL.				
ROSE	NON-UTILE	TYPE	13. POINT																			
			DISAB.	OTHER																		
AS	VICE	J. A.	REAL.																			
15. SEX M		17. APPROPRIATION FROM: S-3600-20 TO: 5-100		19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY) SU-07																		
16. RACE W		18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) Yes		20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:																		
21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.																						
<div style="border: 2px solid black; padding: 5px; display: inline-block;"> POSTED 16 AUG 1955 </div>																						
RANGE PERFORMANCE RATING:		22. SIGNATURE OR OTHER AUTHENTICATION																				

4. PERSONNEL FOLDER COPY

rwz 8-5-55

1. Agency and organizational designations		2. Pay roll division		3. Gross Pay		4. Old Pay		
5. Employee's name (and social security account number when appropriate)		6. Grade and salary		7. Gross Pay		8. Old Pay		
WIGREN, Ion H.		GS-9		\$5060.00				
PAY ROLL CHANGE DATA								
	BASE PAY	OVERTIME		GROSS PAY	PET.	TAX	NET PAY	
7. Previous normal								
8. New normal								
9. Pay this period								
10. Remarks:				11. Appropriation(s)		12. Prepared by		
				DNP/PI/Staff C 20		then 2 Apr 54		
						13. Audited by		
<input checked="" type="checkbox"/> Periodic step-increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step-increase								
14. Effective date	15. Date last equivalent period	16. Old salary rate	17. New salary rate	18. Performance rating is satisfactory or better.				
23 May 54	24 May 53	\$5060.00	\$5185.00	_____ (Signature or other authentication)				
19. LWOP data (Fill in appropriate spaces covering LWOP during following period(s))				(Check applicable box in case of excus LWOP)				
<input type="checkbox"/> No excess LWOP. Total excess LWOP				<input type="checkbox"/> will be reviewed <input type="checkbox"/> at end of working period				
				_____ Initials of Clerk				
STANDARD FORM NO. 11265-Rev. 52 Form prescribed by Comp. Gen., U. S. Nov. 8, 1950, General Regulations No. 102				PAY ROLL CHANGE SLIP—PERSONNEL COPY				PL

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

SPW

1. NAME (MR - MISS - MRS - ONE GIVEN NAME, INITIAL(S), AND SURNAME) Mr. Lee H. Wigren		2. DATE OF BIRTH 12/1/23	3. JOURNAL OR AC. LOG NO.	4. DATE 2/13/54
<i>This is to notify you of the following action affecting your employment:</i>				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) Reassignment		6. EFFECTIVE DATE 2/14/54	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY 50 U.S.C. 403 j	
FROM		TO		
Intell Off BY-227 GS-132-9		8. POSITION TITLE	Intell Off (FI) BY-227	
		9. SERVICE, SERIES, GRADE, SALARY	GS-0136.52-9 \$5060.00 per annum	
		10. ORGANIZATIONAL DESIGNATIONS	DDP/FI Staff C Soviet Intelligence Branch Soviet Intell Ops Guidance Section Washington, D. C.	
		11. HEADQUARTERS		
<input type="checkbox"/> FIELD	<input type="checkbox"/> DEPARTMENTAL	12. FIELD OR DEPT'L	<input type="checkbox"/> FIELD	<input checked="" type="checkbox"/> DEPARTMENTAL
13. VETERAN'S PREFERENCE		14. POSITION CLASSIFICATION ACTION		
NONE	WWII	OTHER	5-PT.	15-POINT
				DISAB./OTHER
	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	
				GS-FI
15. SEX M	16. RACE W	17. APPROPRIATION FROM: 42305-23 TO: Same	18. SUBJECT TO C. S. RETIREMENT ACT (YLS NO) Yes	19. DATE OF APPOINTMENT AFFIDAVIT (EXCEPTIONS ONLY)
				20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:
21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.				
<p>Deputy Assistant Director for Personnel</p> <p>ENTRANCE PERFORMANCE RATING: </p> <p>SIGNATURE OF ASSESSOR/NOTIFICATION</p>				

Rep 2-16-54
4. PERSONNEL FOLDER COPY

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

mbh

1. NAME (MR.-MISS.-MRS.-ONE GIVEN NAME, INITIAL(S), AND SURNAME) Mr. Lee H. Wigran		2. DATE OF BIRTH 1 Dec 23	3. JOURNAL OR ACTION NO.	4. DATE 23 May 53
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) Promotion		6. EFFECTIVE DATE 24 May 53	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY Schedule A-6.116(b)	
FROM		TO		
Intelligence Officer EV 227-7		8. POSITION TITLE Same	BV 227	
GS 132 7 \$4330.00 per annum		9. SERVICE, SERIES, GRADE, SALARY	GS 132 9 \$5060.00 per annum	
DDP/FI		10. ORGANIZATIONAL DESIGNATIONS	Same	
STAFF C			Same	
Soviet Intelligence Branch			Same	
Soviet Intel. Operations Guid. Sec.			Same	
Washington, D.C.		11. HEADQUARTERS	Same	
<input type="checkbox"/> FIELD	<input checked="" type="checkbox"/> DEPARTMENTAL	12. FIELD OR DEPT'L	<input type="checkbox"/> FIELD	<input checked="" type="checkbox"/> DEPARTMENTAL
13. VETERAN'S PREFERENCE		14. POSITION CLASSIFICATION ACTION		
NONE	WWII	OTHER	S-P.T.	15-POINT
	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	
			DISAD.	OTHER
15. SEX M	16. RACE W	17. APPROPRIATION 11X2100	18. SUBJECT TO C. S. RETIREMENT ACT (YLS-NOT) Yes	19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)
		FROM: 2305-00		20. LEGAL RESIDENCE
		TO: 2305-20		<input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED
				STATE:
21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.				
ENTRANCE PERFORMANCE RATING: Chief, Personnel Division.				
SIGNATURE OR OTHER AUTHENTICATION				

1. Agency and organizational designations CENTRAL INTELLIGENCE AGENCY				2. Pay roll period		3. Clock No. 2305-20		4. Slip No.	
5. Employee's name (and social security account number when appropriate) WYBORN, RUTH H.				6. Grade and salary GS 7 84205					
PAY ROLL CHANGE DATA									
	BASE PAY	OVERTIME		GROSS PAY	RET.	TAX	BOND	F.I.C.A.	NET PAY
7. Previous normal									
8. New normal									
9. Pay this period									
10. Remarks				11. Appropriation(s) CS 24			12. Prepared by dh 5/6/53		
							13. Audited by		
<input type="checkbox"/> Periodic step-increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step-increase									
14. Effective date	15. Date last equivalent increase	16. Old salary rate	17. New salary rate	18. Performance rating is satisfactory or better.					
10 May 53	11 May 53	41005	44330	(Signature or other authentication)					
19. LWOP data fill in appropriate spaces covering LWOP during following periods:				<input type="checkbox"/> No excess LWOP. Total excess LWOP					
Periods:				<input type="checkbox"/> in case of excess LWOP <input type="checkbox"/> pay status during waiting period <input type="checkbox"/> in LWOP status at end of waiting period					
STANDARD FORM NO. 1126c—Revised Form prescribed by Comp. Gen., U. S. Nov. 8, 1950, General Regulations No. 102				PAY ROLL CHANGE SLIP—PERSONNEL COPY Initials of Clerk <i>dh</i>					

SECRET
Security Information

CONTINUED PERSONNEL ACTION VOUCHERED TO VOUCHERED

(1) Staff or Division ED (2) Date T/O approved 11/17/52 (3) Effective date of action 12/7/52
FROM TO

NAME	(5) POS. TITLE	(6) SCHEDULE GRADE	(7) SLOS NOS.	(8) ACTION	(9) POS. TITLE		(11) SLOS NOS.
					(10) SCHED. SER. GRADE		
Staff - C Soviet Intell. Br.					ESP/PT/OE		
[Redacted]	Intel.off.	GS 12	100	C	Sr. Intell. Br.		
Admin Pool					Intel.off.	GS 132 12	220
[Redacted]	intel.off.	GS 9	25	C	Soviet Intell. Ops. Sec		
Staff - C Soviet Intell. Br.					Intel.off.	GS 132 9	222
[Redacted]	intel.off.	GS 7	104	C	Soviet Intell. Ops. Sec.		
[Redacted]	intel.off.	GS 13	99	C	Intel.off.	GS 132 7	223
[Redacted]	intel.off.	GS 11	102	C	Soviet Intell. Ops. Guidance		
[Redacted]	intel.off.	GS 7	106	C	intel.off.	GS 132 13	225
[Redacted]	intel.off.	GS 7	105	C	intel.off.	GS 132 11	226
[Redacted]	intel.off.	GS 7		C	intel.off.	GS 132 7	227
[Redacted]					intel.off.	GS 132 7	228
[Redacted]					Soviet Intell. Ops. Guidance		
[Redacted]							
[Redacted]	intel.off.	GS 7	41	C	Sov. Intel. Agent Ident. Sec.		
[Redacted]					intel.off.	GS 132 7	230

(12) APPROVED BY: [Redacted] Chief of Division

(13) APPROVED BY: [Signature] Chief. & Wage Div.

(14) APPROVED BY: [Signature] Personnel Div.

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

(al)

1. NAME (MR, MISS, MRS)		2. DATE OF BIRTH		3. NUMBER OF ACTION NO.		4. DATE	
Mr. Leo H. Higen		1 Dec. '23				2 May '52	
5. NATURE OF ACTION (USE STANDARDS TERMINOLOGY)							
Promotion		11 May 1952		Schedule - C, 116(b)			
FROM		TO					
Clerk		Intelligence Officer					
GS-6		GS-7-132		\$3920.00 per. annum.			
DSO		CSO					
Staff C		ETC					
Soviet Intelligence		SIB					
Washington, D. C.							
FIELD		DEPARTMENTAL					
13. VETERAN'S PREFERENCE				14. POSITION CLASSIFICATION ACTION			
NONE		OTHER		NEW		REPL	
X		X		Z		No. 51803 12/9/47	
15. SEX		16. RACE		17. APPROPRIATION		18. SUBJECT TO C. S. RETIREMENT ACT	
M		W		FROM: 2123900 TO: 3005		Yes	
						19. DATE OF APPOINTMENT (EXCEPT FORS ONLY)	
						20. LEGAL RESIDENCE	
						STATE: Mass.	
21. REMARKS: THIS ACTION IS SUBJECT TO ALL APPLICABLE LAWS, RULES AND REGULATIONS AND MAY BE SUBJECT TO INVESTIGATION AND APPROVAL BY THE UNITED STATES CIVIL SERVICE COMMISSION. THE ACTION MAY BE CORRECTED OR CANCELLED IF NOT IN ACCORDANCE WITH ALL REQUIREMENTS.							

(106)

Chief, Personnel Division
 ENTRANCE EFFICIENCY RATING:

22. SIGNATURE (PRINT NAME AND INITIALS)


1. Agency and organizational designations CENTRAL INTELLIGENCE AGENCY		2. Pay period		3. Block No. p. 257	4. Slip No.		
5. Employee's name LAW, JAMES				6. Grade and salary GS-11			
PAY ROLL CHANGE DATA							
	RATE PAY	OVERTIME	GROSS PAY	TAX	RET.	BOND	NET PAY
7. Previous normal							
8. New normal							
9. Pay this period							
10. Remarks NEED DISCRETION APR 13 1952 REPH. 25				11. Appropriation(s)		12. Prepared by	
						13. Audited by	
<input type="checkbox"/> Periodic wage increase			<input type="checkbox"/> Pay adjustment				
14. Effective date 30 Mar 52	15. Date last equivalent 27 Feb 52	16. Old salary rate \$3775	17. New salary rate \$3920	18. (a) Federal conduct or (b) other		19. Suspense date 9 Oct 52	
20. LWOP days (Fill in appropriate spaces covering LWOP during following period(s))				(Check applicable box in case of excess LWOP) <input type="checkbox"/> In pay status at end of waiting period. <input type="checkbox"/> In LWOP status at end of waiting period.			
<input checked="" type="checkbox"/> No excess LWOP		Total excess LWOP				Initials of Clerk AW	

PAY ROLL CHANGE SLIP—PERSONNEL COPY

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

(a1)

1. NAME (MR., MISS, MRS., ONE GIVEN NAME, INITIALS, AND SURNAME) Mr. Lea H. Wigren		2. DATE OF BIRTH 1 Dec. 1923	3. JOURNAL OR ACTION NO. 8031	4. DATE 24 Sept. 1951
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) Intra-Agency Transfer		6. EFFECTIVE DATE 30 Sept. 1951	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY Schedule A-6.116(b)	
FROM Clerk, GS-6		8. POSITION TITLE	TO OSO	
GS-6-301 \$3450.00 per. annua.		9. SERVICE, SERIES, GRADE, SALARY Bu.#6799	Staff C	
OSO		10. ORGANIZATIONAL DESIGNATION I. C. Branch	Sovint Intelligence	
Washington, D. C.		11. HEADQUARTERS		
<input checked="" type="checkbox"/> DEPARTMENTAL		12. FIELD OR DEPT'L	<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL	
13. VETERAN'S PREFERENCE		14. POSITION CLASSIFICATION ACTION		
None	WWII	OTHER	B-PT.	10-POINT
				DEVAL
				OTHER
		Bu.#7803		
		9/7/51		
15. SEX M	16. RACE W	17. APPROPRIATION FROM: 2123900 TO: 3008	18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) Yes	19. DATE OF APPOINTMENT AFFIDAVIT (AFFIDAVITS ONLY) None
		20. LEGAL RESIDENCE <input checked="" type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: Mass.		
21. REMARKS: THIS ACTION IS SUBJECT TO ALL APPLICABLE LAWS, RULES AND REGULATIONS AND MAY BE SUBJECT TO INVESTIGATION AND APPROVAL BY THE UNITED STATES CIVIL SERVICE COMMISSION. THE ACTION MAY BE CORRECTED OR CANCELLED IF NOT IN ACCORDANCE WITH ALL REQUIREMENTS.				
(117) to (106)				
PURSUANT TO OPI DIRECTIVE EFFECTIVE 24 OCT. 1951 SALARY ADJUSTED TO \$ 3795.00				
 Personnel Division				
ENTRANCE EFFICIENCY RATING:		SIGNATURE OR OTHER AUTHENTICATION		

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION P.C. 8/26/51
 (21)

1. NAME (MR., MISS, MRS. - PREVIOUS NAME, INITIALS, AND NUMBER) Mr. Lee E. Wigren		2. DATE OF BIRTH 1 Dec. 1923	3. JOURNAL OR ACTION NO. 87018	4. DATE 19 March 1951
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) Exempted Appointment		6. EFFECTIVE DATE 19 March 1951	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY Schedule A-6.115(b)	
FROM		TO		
8. POSITION TITLE Clerk, GS-6		9. SERVICE SERIES GRADE, SALARY GS-6-301 \$3450.00 per. annum.		
10. ORGANIZATIONAL DESIGNATIONS OSO Staff C I C Branch		11. HEADQUARTERS Washington, D. C.		
<input type="checkbox"/> FIELD	<input type="checkbox"/> DEPARTMENTAL	<input type="checkbox"/> FIELD OR DEPT.	<input type="checkbox"/> FIELD	<input checked="" type="checkbox"/> DEPARTMENTAL
13. VETERAN'S PREFERENCE NONE <input type="checkbox"/> WAIT <input type="checkbox"/> OTHER <input type="checkbox"/> P.T. <input type="checkbox"/> 10 POINT <input type="checkbox"/> 5 POINT <input type="checkbox"/> OTHER <input type="checkbox"/>		14. POSITION CLASSIFICATION ACTION Bu. #6799 2/1/51		
15. BEA <input type="checkbox"/>	16. RACE <input type="checkbox"/>	17. APPROPRIATION FROM 211900 TO 901-101	18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) Yes	19. DATE OF APPOINT. (MENT AFFIDAVITS, ACCESSIONS ONLY) 19 March 1951
		20. LEGAL RESIDENCE <input checked="" type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: Mass.		
21. REMARKS: THIS ACTION IS SUBJECT TO ALL APPLICABLE LAWS, RULES, AND REGULATIONS AND MAY BE SUBJECT TO INVESTIGATION AND APPROVAL BY THE UNITED STATES CIVIL SERVICE COMMISSION. THE ACTION MAY BE CORRECTED OR CANCELLED IF NOT IN ACCORDANCE WITH ALL REQUIREMENTS.				
This appointment is subject to the satisfactory completion of a trial period of one year.				
<p>DOG - 05/24/53 CSEAD. 03/19 51 LCA - 05/19/51</p>				
<p>SEARCHED INDEXED SERIALIZED FILED</p> <p>APR 1951</p> <p>PERSONNEL BRANCH</p> <p>OTHER AUTHENTICATION</p>				
ENTRANCE EFFICIENCY RATING: _____				

CLASSIFICATION

FITNESS REPORT

SECTION A		GENERAL INFORMATION			
1. EMPLOYEE NUMBER 006198	2. NAME (Last, first, middle) Wigren, Lee H.	3. DATE OF BIRTH 12/01/25	4. SEX M	5. GRADE GS-11 DAA	6. DD
7. OFFICIAL POSITION TITLE Operations Officer		8. OFF/DIV/BN OF ASSIGNMENT PROG/REV		9. CURRENT STATION Headquarters	
11. TYPE OF APPOINTMENT			13. TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> CONTRACT	<input type="checkbox"/> OTHER (Spec)	<input type="checkbox"/> TEMPORARY	<input checked="" type="checkbox"/> ANNUAL
12. REPORTING PERIOD (from-to) 1 Nov 1976 - 31 Oct 1977			14. DATE REPORT DUE IN O.P. 15 May 1977		

SECTION B QUALIFICATIONS UPDATE

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX, AT RIGHT.

SECTION C PERFORMANCE EVALUATION

U—Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.

M—Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.

P—Proficient Performance is satisfactory. Desired results are being produced in the manner expected.

S—Strong Performance is characterized by exceptional proficiency.

O—Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY NO. 1 Manage the production, publication, and dissemination of CI studies and papers.	RATING LETTER S
SPECIFIC DUTY NO. 2 Supervise directly three professional and one clerical, and indirectly other officers, involved in CI publications work.	RATING LETTER S
SPECIFIC DUTY NO. 3 Prepare and edit CI research and analysis for publication.	RATING LETTER S
SPECIFIC DUTY NO. 4 Liaison with foreign intelligence services, other agencies and other CIA components to sponsor and promote CI production and exchange.	RATING LETTER P
SPECIFIC DUTY NO. 5 Conduct training seminars and lectures, personally or in conjunction with CI defectors, for foreign services, other agencies, and CIA components.	RATING LETTER P
SPECIFIC DUTY NO. 6	RATING LETTER

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, of employee's overall performance during the rating period, and traits of habits, and particular instances of behavior which reflect the statement which most accurately reflects his level of performance.

RATING LETTER
S

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CLASSIFICATION

SECTION D		NARRATIVE COMMENTS	
<p>Indicate significant strengths or weaknesses demonstrated in current position bearing in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.</p>			
<p>In August 1976 Mr. Wigren agreed to be responsible for establishing and managing a counterintelligence production element for the CI Staff. He has continued in that capacity up to the present time, in addition to serving as the nominal focal point for one of our more important CI detectors. Although he took the publication assignment with some reservations, he has done an excellent job of sponsoring, processing and publishing a variety of important counterintelligence documents for use with foreign and domestic intelligence and security services. He is well aware of the widespread respect and admiration for his achievements in this position, both in the processing of written studies and presentations which he makes based on his extensive counterintelligence background and knowledge. While he might find better acceptance with some operational background, there are also special advantages and strengths which derive from the depth of headquarters staff experience which constitutes his career. He is a very cooperative and responsive officer and is now felt to be the best candidate to take over counterintelligence training for the Agency, which he will phase in to in the near future.</p>			

SECTION E		CERTIFICATION AND COMMENTS	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION		1. BY SUPERVISOR	
32	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
DATE	OFFICIAL TITLE OF SUPERVISOR	SIGNATURE OF SUPERVISOR	
6 December 1977	Chief, CI/R&A	[Signature]	
STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE		DATE	SIGNATURE OF EMPLOYEE
HAVE ATTACHED <input type="checkbox"/>	HAVE NOT ATTACHED <input checked="" type="checkbox"/>	7 December 1977	[Signature]
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>I endorse the rating officer's comments on Mr. Wigren's performance. One of the things that has impressed me most during my nine months as Chief of the Counterintelligence Staff has been the impact of the publications program on the intelligence community at large. In the CI field, there is nothing in the U.S. Government comparable to it. With the current intensification of interest in counterintelligence, it affords the Agency a means of speaking to a wide audience on issues and problems of abiding concern. Mr. Wigren has done excellent work in drawing upon the resources of the Staff to collect and then to present counterintelligence materials in a way calculated to serve their purpose admirably. I have also drawn heavily on Mr. Wigren to prepare special briefing materials for my own <i>continued</i></p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	SIGNATURE OF REVIEWING OFFICIAL	
23 December 1977	Chief, CI Staff	[Signature]	
4. BY EMPLOYEE		DATE	SIGNATURE OF EMPLOYEE
I CERTIFY THAT I HAVE BEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT.		3 January 1978	[Signature]

CLASSIFICATION

SECTION E: REVIEWING COMMENTS (continued)

Lee H. Wigren

use in dealing with senior echelons of the Agency and other government components. He is a fine officer, whom I expect to rely upon heavily in the counterintelligence training program. The latter I rank among the most important responsibilities of the Staff.

[CONFIDENTIAL]

SECRET

Still valid as of
6 December 1977.

9 FEB
1977

MEMORANDUM FOR: Lee H. Wigren
FROM :
 Chief, CI/R&A
SUBJECT : Letter of Instructions

1. The following letter of instructions is provided to outline your functions as Special Assistant to the Chief, CI Staff Research and Analysis Group.

2. The objectives of CI/R&A are:

a. To provide current and relevant counterintelligence support to operations being conducted by CI Staff and the operating divisions in the interests of furthering intelligence collection and preventing the frustration of our operations by adversary intelligence services.

b. To conduct research and analyze information to facilitate the detection of the efforts of adversary intelligence services to penetrate the US and friendly foreign governments.

3. Your functions as Special Assistant to Chief, CI Staff Research and Analysis Group are as follows:

a. Select information and research and analysis products of CIA, other agencies, and liaison services for publication by the CI Staff as CI guidance and references.

b. Initiate and supervise the conduct of CI research and analysis by assigned personnel for publication by the CI Staff.

c. Establish and implement publication procedures, including editing, rewriting, organizing, sanitizing, classifying, setting up dissemination channels and

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controls, and monitoring printing processes for CI Staff publications.

d. Initiate and coordinate the distribution of CI Staff publications as appropriate within the Agency, to other US government agencies, and to liaison services.

e. Maintain a record of CI Staff publications, including recipients, dates of distribution, responses and comments, related correspondence, and other pertinent information.

f. Conduct liaison with other government agencies and foreign intelligence services to promote the collection and dissemination of CI information.

g. Collect and maintain a library of past and present classified CI publications available from all sources for ready reference and consultation.



I have read and understand this letter of instructions.

Lee H. Wigren
Lee H. Wigren

9 February 1977
Date

Distribution:
Orig - Addressee
2 - CI/Personnel ✓
1 - C/CI/R&A

SECRET

CONFIDENTIAL

CLASSIFICATION

FITNESS REPORT

SECTION A GENERAL INFORMATION

1. EMPLOYEE NUMBER 006198	2. NAME (Last, first, middle) Wigren, Lee H.	3. DATE OF BIRTH 12/01/23	4. SEX M	5. GRADE GS-14	6. SU DAA
7. OFFICIAL POSITION TITLE Operations Officer		8. OFF/DIV/BR OF ASSIGNMENT DDO/CI/R&A	9. CURRENT STATION Headquarters		10. CODE (CG, J) XX HQS- OF
11. TYPE OF APPOINTMENT			12. TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	INITIAL	<input checked="" type="checkbox"/> ANNUAL	REASSIGNMENT (20-8-76)
<input type="checkbox"/> CONTRACT	<input type="checkbox"/> SPECIAL	<input type="checkbox"/> OTHER	13. REPORTING PERIOD (FROM-TO) 1 Oct 75 - 31 Oct 76		14. DA C REPORT DUE IN O.P. 30 Nov 76

SECTION B QUALIFICATIONS UPDATE

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.

SECTION C PERFORMANCE EVALUATION

- U—Unsatisfactory** Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.
- M—Marginal** Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.
- P—Proficient** Performance is satisfactory. Desired results are being produced in the manner expected.
- S—Strong** Performance is characterized by exceptional proficiency.
- O—Outstanding** Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY NO. 1 Manage a branch composed of six staff officers, seven contract personnel and a varying number of detailees.	RATING LETTER P
SPECIFIC DUTY NO. 2 Supervise the work of three Soviet intelligence officer defectors and their four contract employees.	RATING LETTER S
SPECIFIC DUTY NO. 3 Function as secretariat for an international research and analysis complex.	RATING LETTER S
SPECIFIC DUTY NO. 4 Conduct counterintelligence research and analysis.	RATING LETTER P
SPECIFIC DUTY NO. 5 Establish a counterintelligence publications system which will collect and sponsor counterintelligence studies, produce studies, and distribute them according to need and security considerations.	RATING LETTER S
SPECIFIC DUTY NO. 6	RATING LETTER

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER
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CONFIDENTIAL

CLASSIFICATION

SECTION D

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

Mr. Wigren received a well-deserved promotion during this reporting period and moved in August to become the Staff Publications Officer. He made solid progress in the early part of the reporting period in making the transition from the narrow sphere he occupied in the previous Staff organization to the much more varied and challenging duties of the External Branch. By the time he left that position he had mastered its peculiar problems and proven his capability to manage its unusual personnel effectively and productively. He has retained responsibility for exploitation of the most useful asset in that branch and recently conducted the asset on a series of liaison visits which has resulted in a significant advance of our CI relations with the services concerned.

He has moved vigorously into the function of Publications Officer, which is one of the most important activities in the Staff. He was selected for this assignment because of his deep CI experience, writing ability, and his mature judgment in selecting and preparing CI information appropriate to various audiences. Cost-effective influences which he faces by participation in local government are also applied in his Agency work. He deals confidently with senior officers of the Staff and other components and gets the best effort out of his subordinates. His present assignment is tailor-made for him, and he exhibits no significant weakness in performing it.

SECTION E

CERTIFICATION AND COMMENTS

1. BY SUPERVISOR

MONTHS EMPLOYER HAS BEEN UNDER MY SUPERVISION 20	IF THIS REPORT HAD NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 6 December 1976	OFFICIAL TITLE OF SUPERVISOR Chief, CI/R&A	TYPED OR PRINTED NAME AND SIGNATURE

2. BY EMPLOYEE

I HAVE <input type="checkbox"/> OR HAVE NOT <input checked="" type="checkbox"/> ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.	DATE 6 December 1976	SIGNATURE OF EMPLOYEE <i>Lee H. Wigren</i>
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3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL I concur with the present assessment of Mr. Wigren's performance by the rating officer. As chief of the External Branch he turned in a highly satisfactory performance. In his present capacity, Staff Publications Officer, he is off to an excellent start. I believe the passage of time will demonstrate that Mr. Wigren's strongest points, never heretofore fully exploited, are in writing and supervising publications of counterintelligence materials. Already one of the new CI Staff monthly publications which he initiated some time ago is earning us plaudits from both domestic and foreign counterintelligence services. Mr. Wigren's work comes to my attention several times a week. I am most pleased that he is a member of the staff at this time.		
DATE 29 Dec 76	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, CI Staff	TYPED OR PRINTED NAME AND SIGNATURE

4. BY EMPLOYEE

I CERTIFY I HAVE SEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT. I HAVE <input type="checkbox"/> OR HAVE NOT <input checked="" type="checkbox"/> ATTACHED A STATEMENT CONCERNING THE REVIEWING OFFICIAL'S EVALUATION OF MY PERFORMANCE.	DATE 4 Jan 77	SIGNATURE OF EMPLOYEE <i>Lee H. Wigren</i>
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CONFIDENTIAL

CLASSIFICATION

FITNESS REPORT			
SECTION A GENERAL INFORMATION			
1. EMPLOYEE NUMBER 006198	2. NAME (Last, first, middle) WIGREN, Lee H.	3. DATE OF BIRTH 12/01/23	4. GRADE M 13
7. OFFICIAL POSITION TITLE Operations Officer Ch		8. OFF/DIV/BR OF ASSIGNMENT DDO/CI/R&A/E	9. CURRENT STATION Hqs
10. CODE (A one)		11. HQS.	12. DP
13. TYPE OF APPOINTMENT		14. TYPE OF REPORT	
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> CONTRACT	<input type="checkbox"/> OTHER (Spec.)
<input type="checkbox"/> TEMPORARY	<input checked="" type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT	<input type="checkbox"/> SPECIAL
13. REPORTING PERIOD (from-to) 1 October 1974 - 30 September 1975		14. DATE REPORT DUE IN O.P. 31 October 1975	
SECTION B QUALIFICATIONS UPDATE			
<p>IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.</p>			
SECTION C PERFORMANCE EVALUATION			
<u>U—Unsatisfactory</u>	Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.		
<u>M—Marginal</u>	Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.		
<u>P—Proficient</u>	Performance is satisfactory. Desired results are being produced in the manner expected.		
<u>S—Strong</u>	Performance is characterized by exceptional proficiency.		
<u>O—Outstanding</u>	Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.		
SPECIFIC DUTIES			
<p>List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider CAREY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).</p>			
SPECIFIC DUTY NO. 1	Manages a branch composed of six staff officers and nine contract personnel	RATING LETTER	P
SPECIFIC DUTY NO. 2	Supervises the work of [] soviet intelligence defectors and their six contract employees.	RATING LETTER	P
SPECIFIC DUTY NO. 3	Acts as secretariat for an international research and analysis complex	RATING LETTER	S
SPECIFIC DUTY NO. 4	Conducts counterintelligence research and analysis	RATING LETTER	P
SPECIFIC DUTY NO. 5		RATING LETTER	
SPECIFIC DUTY NO. 6		RATING LETTER	
OVERALL PERFORMANCE IN CURRENT POSITION			
<p>Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.</p>			RATING LETTER P

CLASSIFICATION

SECTION D

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

Mr. Wigren is doing a quite satisfactory job of running the R&A External Research Branch. When the Group was reorganized he was almost fully committed to Duty No. 3 above. While maintaining that function at a commendable level of performance, he has accepted the assignment of running a new branch which is an amalgamation of components of several previous R&A branches. Comprising, as it does, the disparate elements of defector, contract, and staff officers, Mr. Wigren has done a very good job of assigning work and getting it done by this branch. He gets along well with the personnel and seems well-suited to the kind of bread-and-butter research and analysis which the branch carries out. He is very serious and purposeful in his approach and can be relied on to carry out assignments effectively and on time. His long experience in CI matters and his knowledge of past activities and events in the Staff are a valuable adjunct to the branch chief function which he now fulfills. He is one of very few officers of the former Staff who have been selected to participate in the reorganization and reorientation of the CI effort. He has shown by his performance and attitude a quite acceptable capability to adjust to the present Staff requirements in terms of methodology and intellectual approach. He is conscientious and enthusiastic, and is still feeling his way to some extent organizationally and functionally in his new position.

He reflects genuine consideration for the costs of performing his functions.

SECTION E

CERTIFICATION AND COMMENTS

MONTHS EMPLOYER HAS BEEN UNDER MY SUPERVISION		1. BY SUPERVISOR	
8	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION: ON TDY. -		
DATE	OFFICIAL TITLE OF SUPERVISOR		
31 October 1975	Chief, CI/R&A		
STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE		DATE	SIGNATURE OF EMPLOYEE
HAVE ATTACHED	<input checked="" type="checkbox"/> HAVE NOT ATTACHED	7 November 1975	<i>[Signature]</i>
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
I concur with the assessment and evaluation of Mr. Wigren as set forth in this Fitness Report. He found himself in the midst of a changing situation and not only has adjusted well but also has made a useful contribution to the reorganization and redirection of the Counterintelligence Staff. His current assignment requires a good deal of common sense, understanding of human nature and the ability to devise meaningful projects for individuals whose expertise and capabilities are quite circumscribed and limited. Success in that respect is important to the Agency for reasons not necessarily associated with the value of the product which emerges from these projects. In his frequent contacts with representatives of foreign liaison officials, Mr. Wigren has invariably created a favorable			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TY	
3 November 1975	Chief, CI Staff		
4. BY EMPLOYEE		DATE	SIGNATURE OF EMPLOYEE
* CERTIFY THAT I HAVE BEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT.		7 November 1975	<i>[Signature]</i>

CLASSIFICATION

CONFIDENTIAL

Fitness Report - Wigren, Lee H.
006198

Reviewing Official Comments (continued)

impression which is also important to the Agency. In sum,
I regard him as a competent officer who is performing well
in his present assignment.

CONFIDENTIAL

CLASSIFICATION

FITNESS REPORT

SECTION A GENERAL INFORMATION					
1. EMPLOYEE NUMBER	2. NAME (Last, first, middle)	3. DATE OF BIRTH	4. SEX	5. GRADE	6. DD
006198	WIGREN, Lee H.	12/01/23	M	13	DAA
7. OFFICIAL POSITION TITLE		8. OFF/DIV/BR OF ASSIGNMENT	9. CURRENT STATION	10. CODE (if one)	
Ops Officer		DDO/CI OPS/R&A	Washington, DC	<input checked="" type="checkbox"/> MOB.	<input type="checkbox"/> DF
11. TYPE OF APPOINTMENT			12. TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> CONTRACT	<input type="checkbox"/> OTHER (Spec.)	<input type="checkbox"/> TEMPORARY	<input checked="" type="checkbox"/> ANNUAL
13. REPORTING PERIOD (from-to)			14. DATE REPORT DUE IN O.P.		
29 Sept 1973 - 30 Sept 1974			30 October 1974		

SECTION B QUALIFICATIONS UPDATE	
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD 'YES' IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD 'NO' IN THE BOX AT RIGHT.	

SECTION C PERFORMANCE EVALUATION	
U—Unsatisfactory	Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.
M—Marginal	Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.
P—Proficient	Performance is satisfactory. Desired results are being produced in the manner expected.
S—Strang	Performance is characterized by exceptional proficiency.
O—Outstanding	Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES	
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).	

SPECIFIC DUTY NO. 1 The conduct of research into sensitive counterintelligence cases, primarily cases involving Soviet intelligence and security and Bloc operations.	RATING LETTER S
SPECIFIC DUTY NO. 2 Assembles, collates, and analyzes selected counterintelligence materials reflecting data on Soviet intelligence organization and activity; maintains files of such materials. Uses these materials in memorandums, reports, and commentaries utilized in sensitive DDO liaison with designated counterintelligence and security services.	RATING LETTER S
SPECIFIC DUTY NO. 3 Collects, organizes and maintains other basic data on Soviet intelligence and security for research purposes. Acts as CIOPS referent on Soviet intelligence and security matters.	RATING LETTER S
SPECIFIC DUTY NO. 4 Conducts, from time to time, counterintelligence source debriefings. Records, analyzes, and distributes the resulting data.	RATING LETTER S
SPECIFIC DUTY NO. 5 Lectures, participates in, and conducts briefings and presentations inside the Agency and under the auspices of the U.S. Intelligence Community on Soviet intelligence and security services and related USSR political developments and communist international and Soviet-directed subversion.	RATING LETTER O
SPECIFIC DUTY NO. 6	RATING LETTER

OVERALL PERFORMANCE IN CURRENT POSITION	
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.	RATING LETTER S

CLASSIFICATION
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SECRET
CLASSIFICATION

SECTION D NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide basis for future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

Although Subject has only been under my supervision for some four months, I can but agree with earlier comments on his performance. Subject has an encyclopedic knowledge of the organization, function and history of the various Soviet intelligence and security organs. He is a highly skilled researcher and a gifted writer. His work in preparing classified studies on the various aspects of the Soviet intelligence services and operations has been consistently impressive.

Subject has not had the field experience usually associated with his age and grade, but the lack of this has not been a drawback in his chosen research duties. In the future Subject will profit from seeking out opportunities for further activity rather than, as at present, waiting until assignments are given to him.

In addition to his research abilities, Subject is a highly effective lecturer, much sought after by other agencies who are conducting training in the CI field.

Subject has encountered some slight problems with his staff during the reporting period, but these are essentially minor. In my opinion Subject is in the forefront of research personnel at his grade level.

SECTION E CERTIFICATION AND COMMENTS

1. BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION <i>4</i>	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
DATE	OFFICIAL TITLE OF SUPERVISOR <i>AC/CIRA</i>
	TYPED OR PRINTED NAME AND SIGNATURE

2. BY EMPLOYEE	
STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE	DATE <i>16 Jan 75</i>
<input type="checkbox"/> HAVE ATTACHED	<input type="checkbox"/> HAVE NOT ATTACHED
	SIGNATURE OF EMPLOYEE <i>Keith Wigren</i>

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I endorse Section D evaluation. I have found Mr. Wigren to be a very dependable and resourceful individual in undertaking the extensive research commitments that the staff has undertaken in meeting very heavy obligations of sensitive liaison exchanges over the past year. Mr. Wigren is above all a gentleman in his attitude toward and treatment of others. I would say in the long run this works to his disadvantage because his contribution and his modesty tend to be overridden by the pretensions and bluster of others. Mr. Wigren has what has now become a most precious commodity to the DSO in counterintelligence and that is a grasp on many of the aspects of the collegial memory. He is therefore in a position not only to contribute useful ideas for new projects, but to correct, amend, and modify suggestions and courses of action put up by others who do not have the facts. In other words, this is a man whose continued utility and potential are considerable in my judgment. *17 Jan 75*

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL <i>AC/CIOPS</i>	TYPED OR PRINTED NAME AND SIGNATURE
------	---	-------------------------------------

4. BY EMPLOYEE	
VERIFY THAT I HAVE SEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT.	DATE <i>17 Jan 75</i>
	SIGNATURE OF EMPLOYEE <i>Keith Wigren</i>

CLASSIFICATION
SECRET

SECRET
CLASSIFICATION

FITNESS REPORT

SECTION A GENERAL INFORMATION					
1. EMPLOYEE NUMBER 006198	2. NAME (Last, first, middle) WIGREN, Lee H.	3. DATE OF BIRTH 12/01/23	4. SEX M	5. GRADE 13	6. SD D
7. OFFICIAL POSITION TITLE Ops Officer		8. OFF/DIV/BR OF ASSIGNMENT DDO/CI/OPS/R&A		9. CURRENT STATION Washington, D.C.	
11. TYPE OF APPOINTMENT			12. TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> CONTRACT	<input type="checkbox"/> OTHER (Spec.)	<input type="checkbox"/> TEMPORARY	<input checked="" type="checkbox"/> ANNUAL
				<input type="checkbox"/> REASSIGNMENT	<input type="checkbox"/> SPECIAL
13. REPORTING PERIOD (from-to-) 1 November 1972 - 28 September 1973			14. DATE REPORT DUE IN O.P. October 1973		

SECTION B QUALIFICATIONS UPDATE

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.

SECTION C PERFORMANCE EVALUATION

U—Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.

M—Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.

P—Proficient Performance is satisfactory. Desired results are being produced in the manner expected.

S—Strong Performance is characterized by exceptional proficiency.

O—Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY NO. 1	The conduct of research into sensitive counterintelligence cases, primarily cases involving Soviet intelligence and security and Bloc operations.	RATING LETTER S
SPECIFIC DUTY NO. 2	Assembles, collates, and analyzes selected counterintelligence materials reflecting data on Soviet intelligence organization and activity; maintains files of such materials. Uses those materials in memorandums, reports and commentaries utilized in sensitive DDO liaison with designated counterintelligence and security services.	RATING LETTER S
SPECIFIC DUTY NO. 3	Collects, organizes and maintains other basic data on Soviet intelligence and security for research purposes. Acts as CI/OPS referent on Soviet intelligence and security matters.	RATING LETTER S
SPECIFIC DUTY NO. 4	Conducts, from time to time, counterintelligence source debriefings. Records, analyzes, and distributes the resulting data.	RATING LETTER S
SPECIFIC DUTY NO. 5	Lectures, participates in, and conducts briefings and presentations inside the Agency and under the auspices of the U. S. Intelligence Community on Soviet intelligence and security services and related USSR political developments and communist international and Soviet-directed subversion.	RATING LETTER O
SPECIFIC DUTY NO. 6		RATING LETTER

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER
S

SECRET
CLASSIFICATION

SECTION D NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

In the past six months the compartmented nature of Mr. Wigren's work has brought him more directly into the DC/CIOPS' cognizance rather than the Chief of the R&A component as has previously been the case.

I think Mr. Wigren's strengths and weaknesses have been winnowed thoroughly in previous reporting. He is a recognized expert in his topic and as such he represents a considerable capital investment by the Agency in that kind of expertise. He can write and he can speak with unusual fluency on his specialty and in consequence is a key man in the ongoing research and study of sensitive Soviet intelligence and security organization and operations, particularly penetrations and disinformation. This statement is backed up by the production, in the form of briefing papers, memoranda, and other production, which goes outside the Agency. I have found his work to be extremely satisfactory, and more particularly, it is if he is given the time and specifications which are ingredients of his meticulous and thoroughgoing approach to his work. Mr. Wigren could carry on in his specialty at a very high level of competence in any other part of the Agency, or for that matter anywhere in Government where there is any interest in Soviet intelligence and security. I am firm in the view that he merits the overall

SECTION E CERTIFICATION AND COMMENTS grading of "Strong."

1. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 11 JAN 74	OFFICIAL TITLE OF SUPERVISOR Deputy Chief, CI/OPS	TYPED OR PRINTED NAME AND SIGNATURE <i>R. G. Rocca</i> Raymond G. Rocca

2. BY EMPLOYEE		
STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE	DATE	SIGNATURE OF EMPLOYEE
HAVE ATTACHED <input type="checkbox"/> HAVE NOT ATTACHED <input checked="" type="checkbox"/>	11 Jan 74	<i>Wigren</i>

3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
I concur with the rating officer's comments above.		

DATE 11 JAN 74	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, CI/OPS	TYPED OR PRINTED NAME AND SIGNATURE <i>J. Angleton</i> James Angleton
-------------------	---	---

4. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT.	DATE 11 JAN 74	SIGNATURE OF EMPLOYEE <i>Wigren</i>

CLASSIFICATION
SECRET

SECRET
(When Filled In)

FITNESS REPORT					EMPLOYEE SERIAL NUMBER	
					006198	
SECTION A GENERAL						
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE	5. SSN
WIGREN, Lee H.			12/01/23	M	15	D
6. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT		8. CURRENT STATION	
Ops Officer			DDP/CI/RGA		Washington, D.C.	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT			
<input checked="" type="checkbox"/>	CAREER	<input type="checkbox"/>	RESERVE	<input type="checkbox"/>	TEMPORARY	<input type="checkbox"/>
<input type="checkbox"/>	CAREER PROVISIONAL (See instructions - Section C)	<input checked="" type="checkbox"/>	ANNUAL	<input type="checkbox"/>	REASSIGNMENT SUPERVISOR	<input type="checkbox"/>
<input type="checkbox"/>	SPECIAL (Specify)	<input type="checkbox"/>	SPECIAL (Specify)			
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)			
November 1972			1 November 1971 - 31 October 1972			
SECTION B PERFORMANCE EVALUATION						
U-Unsatisfactory	Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.					
M-Marginal	Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.					
P-Proficient	Performance is satisfactory. Desired results are being produced in the manner expected.					
S-Strong	Performance is characterized by exceptional proficiency.					
O-Outstanding	Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.					
SPECIFIC DUTIES						
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).						
SPECIFIC DUTY NO. 1	Analyzes and synthesizes materials dealing with both the history and current status of the Soviet intelligence and security services and with the operations directed by them against their major counter- (cont.)					RATING LETTER
						O
SPECIFIC DUTY NO. 2	As a corollary of the above, serves as CI/RGA's principal point of contact with SB Division (except for ADP matters).					RATING LETTER
						S
SPECIFIC DUTY NO. 3	Organizes and maintains basic CI data on the RIS, such as strength figures at home and abroad, changes in structure and functions, case histories, and other categories of facts. This information is (cont.)					RATING LETTER
						S
SPECIFIC DUTY NO. 4	Conducts occasional, detailed counterintelligence debriefings of knowledgeable sources selected by the DC/CI. Records and reports the resultant information.					RATING LETTER
						S
SPECIFIC DUTY NO. 5	Lectures and conducts briefings in various training courses both within CIA and in other governmental programs. The main topics dealt with are the Soviet intelligence and security services, political devel- (cont.)					RATING LETTER
						O
SPECIFIC DUTY NO. 6						RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION						RATING LETTER
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.						S
Reviewed by OMSDN DDB						14 DEC 1972

SECRET
(When Filled In)

SECTION C **NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

As was noted in the preceding fitness report, Mr. Wigren has a solid and broad knowledge of the USSR; its history, government, and intelligence services. He also has a useful working knowledge of Russian. Consequently he serves in CI/R&A as senior referent on the RIS, against which target most of the group's work is directed.

as

A key responsibility in R&A is to serve the Staff's repository and memory for essential elements of information about the RIS. Mr. Wigren has organized this abundance of material effectively, has ensured its retrievability, and continues to update it.

Mr. Wigren consistently shows sound and dispassionate judgment. He does not jump to conclusions but digs out the pertinent facts and brings them into proper focus. He is skeptical without being negative. He accepts tasks and responsibilities without quibbling, and he carries out these assignments successfully without needing further consultation or guidance.

He is a quiet person who keeps a low profile; but when a significant issue is at stake, he is firm, even tenacious, when persuaded that the facts are on his side.

(continued)

SECTION D **CERTIFICATION AND COMMENTS**

1. **BY EMPLOYEE**

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

<small>DATE</small> 29 Nov 72	<small>SIGNATURE OF EMPLOYEE</small> <i>Lee Hedgren</i>
----------------------------------	--

2. **BY SUPERVISOR**

<small>MONTHS EMPLOYER HAS BEEN UNDER MY SUPERVISION</small> 46	<small>IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION</small>
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<small>DATE</small> 29 November 1972	<small>OFFICIAL TITLE OF SUPERVISOR</small> C/CI/R&A	<small>TYPED OR PRINTED NAME AND SIGNATURE</small>
---	---	--

3. **BY REVIEWING OFFICIAL**

COMMENTS OF REVIEWING OFFICIAL

Mr. Wigren is a solid methodical researcher and analyst. He possess developed skills in presentation both in writing and from the platform. He works quietly and effectively with a minimum of supervision required once the job has been blocked out. He is a most dependable and consistently productive. He is overly modest in personal demeanor and tends to prefer to concentrate his efforts on single tasks rather than to handle a range of simultaneous undertakings.

<small>DATE</small>	<small>OFFICIAL TITLE OF REVIEWING OFFICIAL</small>	<small>TYPED OR PRINTED NAME AND SIGNATURE</small> <i>R. J. Brown</i>
---------------------	---	--

SECRET

SECRET

SECTION B (Cont.) SPECIFIC DUTIES

Lee H. WIGREN

SPECIFIC DUTY NO. 1

intelligence targets, especially the intelligence services of the non-Communist world.

SPECIFIC DUTY NO. 3

provided to other Agency components, to other U.S. departments and agencies (principally the FBI), and to selected liaison services as appropriate.

SPECIFIC DUTY NO. 5

operations in the USSR, and Communist subversion.

SECRET

SECRET

SECTION C - NARRATIVE COMMENTS - (Continued)

Lee H. WIGREN

His supervisory responsibility is limited to providing guidance to one secretary whom he shares with others. I should not hesitate, however, to assign other employees to his supervision if our T/O permitted. His past record and his current performance (which demonstrates an ability to look ahead, to grasp essentials, to get along with others, and to be both fair and firm) show that he can handle a manager's role very well.

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				006198	
SECTION A GENERAL					
1. NAME <i>(Last) (First) (Middle)</i> WIGREN, Lee H.			2. DATE OF BIRTH 12/01/23	3. SEA M	4. GRADE 13
5. OFFICIAL POSITION/TITLE OPS Officer			7. OFF/DIV/BR OF ASSIGNMENT DDP/CI/R7A	8. CURRENT STATION Washington, D.C.	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/>	CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> INITIAL	<input type="checkbox"/> REASSIGNMENT SUPERVISOR
	<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)		<input checked="" type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT EMPLOYEE	
	<input type="checkbox"/> SPECIAL (Specify)		<input type="checkbox"/> SPECIAL (Specify)		
11. DATE REPORT DUE IN O.P. 30 November 1971			12. REPORTING PERIOD (From - To) 1 January 1971 - 31 October 1971		
SECTION B PERFORMANCE EVALUATION					
<p>U-Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p>P-Proficient Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p>S-Strong Performance is characterized by exceptional proficiency.</p> <p>O-Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 Analyzes and synthesizes materials dealing with both the history and current status of the Soviet intelligence and security services and with the operations directed by them against their major counter- (cont.)					RATING LETTER O
SPECIFIC DUTY NO. 2 As a corollary of the above, serves as CI/R7A's principal point of contact with SB Division (except for ADP matters).					RATING LETTER S
SPECIFIC DUTY NO. 3 Organizes and maintains basic counterintelligence data on the RIS, such as strength figures, case histories, counteraction (e.g., the results of the AESMITE defection), etc.					RATING LETTER S
SPECIFIC DUTY NO. 4 Engages from time to time in counterintelligence interrogations/debriefings at the direction of the DC/CI. Records data thus obtained and prepares detailed reports.					RATING LETTER S
SPECIFIC DUTY NO. 5 Lectures and conducts briefings in various training courses both within CIA and in other governmental programs. The main topics dealt with are the Soviet intelligence and security services, political devel- (cont.)					RATING LETTER O
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER S

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Quality of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Mr. Wigren's responsibilities have broadened during the reporting period and will continue to grow. In part this change has resulted from the assignment of Mr. Edward Knowles to CI/OPS, but in equal or greater measure it is the product of Mr. Wigren's demonstrated ability to carry added responsibility with equanimity and resourcefulness.

Mr. Wigren has a very sound knowledge of the Soviet Union; its history, government, intelligence services, etc. He reads widely to keep his knowledge current. He maintains an excellent balance between a respect for the importance of facts and a creative faculty. Recently he has been increasingly concerned with ways to ensure a more regular, orderly flow of essential counter-intelligence into this office and with restructuring the organization of this information to make it more readily responsive to our needs. His approach has been both imaginative and sound.

His work shows a very high level of organizational ability. This is reflected in his structuring of a report or speech, in the lucidity of his expression, and in his grasp of the inter-relatedness of the functions of this group. He is thoughtful and temperate; he does not jump to conclusions, show

(continued)

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE
9 November 1971

SIGNATURE OF EMPLOYEE
Lee McClellan

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION
34

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE
9 November 1971

OFFICIAL TITLE OF SUPERVISOR
Chief, CI/R&A

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

Mr. Wigren is a very knowledgeable research specialist in Soviet Bloc counterintelligence matters. He also is an excellent expositor of that kind of information from a lecture platform. He has done a good job. I am in agreement with the rating but would want this man to show more dynamism.

DATE
18 NOV 1971

OFFICIAL TITLE OF REVIEWING OFFICIAL
Deputy Chief, CI Staff

TYPED OR PRINTED NAME AND SIGNATURE
Raymond G. Rocca
Raymond G. Rocca

SECRET

SECRET

SPECIFIC DUTY NO. 1 - (Continued)

intelligence targets, especially the intelligence services of the non-Communist world.

SPECIFIC DUTY No. 5 - (Continued)

operations in the USSR, and Communist subversion.

SECRET

SECRET

Section C - Narrative Comments - (Continued)

bias, or push pet theories. He is flexible, broad-gauged, and genuinely interested in his work. He reads Russian and uses this facility in his work.

Mr. Wigren does not need close supervision. He carries out tasks without seeking additional guidance or support when he encounters the usual difficulties. He relates well to others, and his creative abilities are frequently sparked by discourse and an exchange of views. He is exceptionally considerate and tactful in his dealings with other Agency employees.

At present he does not have supervisory responsibilities. Both his past record and his present performance show, however, that he is fully capable of quiet, competent leadership.

He has shown no deficiencies of any sort in respect to security or economy.

SECRET

SECRET
(When Filled In)

FITNESS REPORT					EMPLOYEE SERIAL NUMBER	
SECTION A					GENERAL	
1. NAME (Last) (First) (Middle) WIGREN, LEE H.			2. DATE OF BIRTH 12/01/23	3. SEX M	4. GRADE GS-13	5. SD D
6. OFFICIAL POSITION TITLE OPS OFFICER			7. OFF. DIV/BR OF ASSIGNMENT DDP/CI/R&A	8. CURRENT STATION Wash., D.C.		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT			
<input type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> INITIAL	<input type="checkbox"/> REASSIGNMENT SUPERVISOR		
<input type="checkbox"/> CAREER-PROVISIONAL (See instructions - Section C)			<input checked="" type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT EMPLOYEE		
<input type="checkbox"/> SPECIAL (Specify):			<input type="checkbox"/> SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to) 1 January 1970 - 31 December 1970			
SECTION B PERFORMANCE EVALUATION						
U-Unsatisfactory	Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.					
M-Marginal	Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.					
P-Proficient	Performance is satisfactory. Desired results are being produced in the manner expected.					
S-Strong	Performance is characterized by exceptional proficiency.					
O-Outstanding	Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.					
SPECIFIC DUTIES						
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).						
SPECIFIC DUTY NO. 1	Obtains sensitive counterintelligence data from varied (including live) sources at the direction of the DC/CI. Records and prepares analyses of such data. The topics range from operations of primarily historical significance to current matters.					RATING LETTER S
SPECIFIC DUTY NO. 2	In the course of carrying out specific duty No. 1, establishes and maintains relationships, as appropriate and directed, with non-CIA personnel.					RATING LETTER S
SPECIFIC DUTY NO. 3	Analyzes and synthesizes materials dealing with the growth and development of the Soviet intelligence and security services and with the counterintelligence operations directed by them against the non-Communist services.					RATING LETTER S
SPECIFIC DUTY NO. 4	Lectures and conducts briefings in OTR courses and in the training programs of other U.S. Government agencies. The main topics covered are the Soviet intelligence and security services, political developments in the USSR, and Communist subversion.					RATING LETTER S
SPECIFIC DUTY NO. 5						RATING LETTER
SPECIFIC DUTY NO. 6						RATING LETTER
15 MAR 1971						
OVERALL PERFORMANCE IN CURRENT POSITION						
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.						RATING LETTER S

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required by current position. Apply or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Mr. Wigren continued to maintain the high quality of performance noted in his preceding fitness report.

His analytic work is characterized chiefly by his ability to view a case in perspective. He brings extensive experience to bear upon current undertakings and thus looks at a given RIS operation or project not as a picture in a frame but rather as one part of the history of Soviet intelligence.

His work is further characterized by flexibility, thoroughness, and sound judgement. He has a knack for getting at facts; he does not jump to conclusions. He organizes material well and writes with lucidity.

Mr. Wigren is also genuinely interested in his field. He reads and studies publications about the USSR during off-duty hours. He is able to read Russian and uses this language skill in his work.

Although he does not need close supervision, he is very responsive to guidance. He is also a congenial person whose relationships with his colleagues are uniformly cordial. Although he has no present supervisory responsibilities, both his past record (continued)

SECTION D

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE

4 December 1970

SIGNATURE OF EMPLOYEE

Lee H. Wigren

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

24

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE

4 December 1970

OFFICIAL TITLE OF SUPERVISOR

Chief, CI/RGA

TYPED OR PRINTED NAME AND SIGNATURE

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I concur with the high evaluation given Subject by his supervisor, Mr. Pratt. Mr. Wigren handles extremely sensitive operations in a competent, thoroughly professional manner. He relates well with his co-workers and is respected by them. I too believe he is performing his duties in an exceptionally proficient manner.

DATE

11 March 1971

OFFICIAL TITLE OF REVIEWING OFFICIAL

Deputy Chief, CI Staff

TYPED OR PRINTED NAME AND SIGNATURE

Richard C. Rocca
Raymond C. Rocca

SECRET

Section C - Narrative Comments (continued)

and his present performance demonstrate that he is able to direct the work of others effectively. He has shown no deficiencies of any kind in respect to economy or security.

Reviewed by [REDACTED]

SECRET

(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				006198	
SECTION A GENERAL					
1. NAME WIGREN, LEE H.		2. DATE OF BIRTH (Y, M, D) 12/01/23 M		3. GRADE GS-13	
4. OFFICIAL POSITION TITLE Ops Officer		7. OFF/DIV/RR OF ASSIGNMENT DDP/CI/RGA		8. CURRENT STATION Washington, D.C.	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER			<input type="checkbox"/> INITIAL		
<input type="checkbox"/> RESERVE			<input type="checkbox"/> REASSIGNMENT SUPERVISOR		
<input type="checkbox"/> TEMPORARY			<input type="checkbox"/> REASSIGNMENT EMPLOYEE		
<input type="checkbox"/> CAREER PROVISIONAL (See Instructions - Section C)			<input checked="" type="checkbox"/> ANNUAL		
<input type="checkbox"/> SPECIAL (Specify):			<input type="checkbox"/> SPECIAL (Specify):		
11. DATE REPORT DUE IN O.F. January 1969			12. REPORTING PERIOD (From - to) 14 July 1968 - 31 Dec 1969		
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 Analyzes sensitive counterintelligence cases as directed by the C/CI/RGA. These analyses range from operations of primarily historical significance to current and pressing matters.					RATING LETTER S
SPECIFIC DUTY NO. 2 Analyzes and synthesizes materials dealing with the growth and development of the Soviet intelligence and security services and with the counterintelligence operations directed by them against the non-Communist services.					RATING LETTER S
SPECIFIC DUTY NO. 3 Conducts substantial reviews of summary reports on overt publications dealing with the past and present of Soviet intelligence. This assignment does not consist merely of editing					RATING LETTER S
SPECIFIC DUTY NO. 4 Lectures and conducts briefings in OTR courses and in the training programs of other U.S. Government agencies. The main topics covered are the Soviet intelligence and security services, political developments in the USSR, and Communist subversion.					RATING LETTER S
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER S

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Mr. Wigren joined CI/R&A on 14 July 1968, so that this fitness report is his first in his present assignment. Consequently a significant part of his time has been used, during the period of this report, in familiarizing himself with his job and its potential. His performance, nonetheless, has been consistently strong.

He brings to his assignment an excellent background, both academically and in terms of Agency experience. He shows consistently sound judgment and equanimity, an ability to sort out facts and to reach decisions on a factual basis. He seeks and welcomes guidance but is also fully capable of acting independently within his limits of responsibility.

Mr. Wigren has an excellent potential in the area of research and analysis. He has no present supervisory responsibilities. He is consistently aware of the significance of the cost factor.

SECTION D

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE

19 Aug 69

SIGNATURE OF EMPLOYEE

Lee H. Wigren

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

1 Year

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION:

DATE

31 AUG 1969

OFFICIAL TITLE OF SUPERVISOR

Chief, CI/R&A

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL:

Highly competent, professional employee. Combines a capacity to do the research job and to articulate the results in a training setting, militantly. There are skills that are uncommon; they want recognition, and management. Tends to prefer settled, agreed-upon work load situations.

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

Deputy Chief,
Counter Intelligence Staff

TYPED OR PRINTED NAME AND SIGNATURE

R. G. Rocca
Raymond G. Rocca

Section B - Specific Duty #3

these summaries, which are compiled by another element of CI/RGA; the principal purpose is to carry out analyses designed to ensure that the relevance of the material to a broad RGA program is made fully explicit.

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER			
SECTION A				GENERAL			
1. NAME (Last)		(First)		(Middle)		2. DATE OF BIRTH	3. SEX
WIGREN,		Lee		H.		1 Dec 1923	M
4. GRADE		5. SO		7. OFF. DIV. OR OF ASSIGNMENT		8. CURRENT STATION	
GS-13		D		Instr Intel		Hqs.	
9. CHECK (X) TYPE OF APPOINTMENT				10. CHECK (X) TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER		<input type="checkbox"/> RESERVE		<input type="checkbox"/> TEMPORARY		<input type="checkbox"/> INITIAL	
<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)		<input type="checkbox"/> ANNUAL		<input type="checkbox"/> REASSIGNMENT SUPERVISOR		<input type="checkbox"/> REASSIGNMENT EMPLOYEE	
11. DATE REPORT DUE IN O.P.				12. REPORTING PERIOD (From to)			
31 January 1968				1 January 1967 - 31 December 1967			
SECTION B				PERFORMANCE EVALUATION			
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>							
SPECIFIC DUTIES							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1						RATING LETTER	
Instructs in Introduction to Communism, USSR Survey, and CP courses.						D A 2 S	
SPECIFIC DUTY NO. 2						RATING LETTER	
Supervises Introduction to Communism course.						S	
SPECIFIC DUTY NO. 3						RATING LETTER	
Conducts covert tutorial training program for foreign nationals.						S	
SPECIFIC DUTY NO. 4						RATING LETTER	
Participates as guest in programs of other U.S. government agencies.						S	
SPECIFIC DUTY NO. 5						RATING LETTER	
SPECIFIC DUTY NO. 6						RATING LETTER	
OVERALL PERFORMANCE IN CURRENT POSITION							
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.						RATING LETTER	
						S	

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if relevant to current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Mr. Wigren has continued to broaden and strengthen his well known contribution to SIC activities. For most of this reporting period he has assumed the responsibility for supervision of the Introduction to Communist Propaganda -- a role which he has carried out with a high degree of interest. He has a thorough, inquiring mind -- and appears to have found in this instructional assignment a function for which his talents and personality are well suited.

In addition, his contacts in SB division, which he maintains closely, are a valuable asset to SIC.

Mr. Wigren was one of two instructors who were the subjects of a highly complimentary letter from the Director of the South African service to the DCI resulting from a training TDY in that country.

Subject -- in his supervisory capacity as chief instructor of Introduction to Communism is efficient and well conscious in the use of personnel and equipment.

I strongly urge that his stated desire to transfer into a Training career status be given favorable consideration.

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE: 15 January 1968 SIGNATURE OF EMPLOYEE: [Signature]

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION: 12 IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE: 15 January 1968 OFFICIAL TITLE OF SUPERVISOR: [Signature]

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

Wigren has done very well during this reporting period. He makes a fine contribution to SIC. Insure in this rating.

DATE: 22 January 1968 OFFICIAL TITLE OF REVIEWING OFFICIAL: Deputy Director of Training TYPED OR PRINTED NAME AND SIGNATURE: Alfonso Rodriguez

SECRET

SECRET
(When Filled In)

FITNESS REPORT					EMPLOYEE SERIAL NUMBER	
SECTION A					GENERAL	
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH		3. SEX	4. GRADE	5. SD
WIGREN, Lee H.		1 Dec 1923		M	GS-13	0
6. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT			8. CURRENT STATION
Instr Intel			OTR/SIC			Hqs.
9. CHECK (X) TYPE OF APPOINTMENT				10. CHECK (X) TYPE OF REPORT		
XX CAREER		RESERVE	TEMPORARY	INITIAL	REASSIGNMENT SUPERVISOR	
CAREER-PROVISIONAL (See Instructions - Section C)				XX ANNUAL	REASSIGNMENT EMPLOYEE	
SPECIAL (Specify):				SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.				12. REPORTING PERIOD (From - To)		
31 January 1967				1 January 1966 - 31 December 1966		
SECTION B PERFORMANCE EVALUATION						
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>						
SPECIFIC DUTIES						
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).						
SPECIFIC DUTY NO. 1						RATING LETTER
Instructs in <u>Introduction to Communism</u> , <u>USSR Survey</u> , and <u>CT</u> courses.						S
SPECIFIC DUTY NO. 2						RATING LETTER
Conducts covert tutorial training programs for foreign nationals.						S
SPECIFIC DUTY NO. 3						RATING LETTER
Participates as guest in programs of other U.S. government agencies.						S
SPECIFIC DUTY NO. 4						RATING LETTER
SPECIFIC DUTY NO. 5						RATING LETTER
SPECIFIC DUTY NO. 6						RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION						
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.						RATING LETTER
10 FEB 1967						S

SECRET
(When Filled In)

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B as provide best basis for determining future personnel action. Areas of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

OFFICE OF PERSONNEL
9 08 AM '67

Mr. Wigren has made a significant contribution to the ^{TRC} program during this reporting period -- his first complete one with this staff. I believe that my comment of last January that he "has excellent potential for further development as a senior instructor" has been validated. He has greatly broadened his scope, has participated actively in external programs, and, although he has not been assigned any to date, is ready to assume course supervisory responsibility. I strongly recommend this his request for an extension of his tour in OTR be accepted.

SECTION D

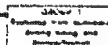
CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE 24 January 1967	SIGNATURE OF EMPLOYEE <i>Keith Wigren</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 12	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 23 January 1967	OFFICIAL TITLE OF SUPERVISOR Chief, SIC/OTR	
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL No appropriate reviewing official.		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE

SECRET

SECRET
(When Filled In)

FITNESS REPORT					EMPLOYEE SERIAL NUMBER	
					006198	
SECTION A - GENERAL						
1. NAME (Last) (First) (Middle) WIGREN, Lee H.			2. DATE OF BIRTH 1 Dec 1923	3. SEX M	4. GRADE GS-13	5. SD D
6. OFFICIAL POSITION TITLE Instr Intel			7. OFF. DIV OR OF ASSIGNMENT OTR/SIC		8. CURRENT STATION Hqs.	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			<input type="checkbox"/> INITIAL REASSIGNMENT SUPERVISOR			
<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C) (SPECIAL (Specify):			<input checked="" type="checkbox"/> ANNUAL REASSIGNMENT EMPLOYEE (SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P. 31 January 1967			12. REPORTING PERIOD (From - to) 1 January 1966 - 31 December 1966			
SECTION B - PERFORMANCE EVALUATION						
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>						
SPECIFIC DUTIES						
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).						
SPECIFIC DUTY NO. 1 Instructs in <u>Introduction to Communism</u>, <u>USSR Survey</u>, and <u>CT</u> courses.					RATING LETTER S	
SPECIFIC DUTY NO. 2 Conducts covert tutorial training programs for foreign nationals.					RATING LETTER S	
SPECIFIC DUTY NO. 3 Participates as guest in programs of other U.S. government agencies.					RATING LETTER S	
SPECIFIC DUTY NO. 4					RATING LETTER	
SPECIFIC DUTY NO. 5					RATING LETTER	
SPECIFIC DUTY NO. 6					RATING LETTER	
OVERALL PERFORMANCE IN CURRENT POSITION						
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER S	



SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Mr. Wigren has made a significant contribution to SIC's program during this reporting period -- his first complete one with this staff. I believe that my comment of last January that he "has excellent potential for further development as a senior instructor" has been validated. He has greatly broadened his scope, has participated actively in external programs, and, although he has not been assigned any to date, is ready to assume course supervisory responsibility. I strongly recommend this his request for an extension of his tour in OTR be accepted.

SECTION D

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE

24 January 1967

SIGNATURE OF EMPLOYEE

Lee H. Wigren

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

12

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE

23 January 1967

OFFICIAL TITLE OF SUPERVISOR

Chief, EIC/OTR

TYPED OR PRINTED NAME AND SIGNATURE

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

No appropriate reviewing official.

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYER SERIAL NUMBER			
				006198			
SECTION A GENERAL							
1. NAME (Last) (First) (Middle) WIGREN, Lee H.			2. DATE OF BIRTH 1 Dec 1923		3. SEX M	4. GRADE GS-13	5. DD D
6. OFFICIAL POSITION TITLE Instr Intell				7. OFF/DIVISION OF ASSIGNMENT OTR/SIC		8. CURRENT STATION Hqs.	
9. CHECK (X) TYPE OF APPOINTMENT				10. CHECK (X) TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY CAREER-PROVISIONAL (See Instructions - Section C) SPECIAL (Specify):				<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P. 31 January 1965				12. REPORTING PERIOD (From - to) 3 May 1965 - 31 December 1965			
SECTION B PERFORMANCE EVALUATION							
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>							
SPECIFIC DUTIES							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1						RATING LETTER	
Instructs in Introduction to Communism, USSR Basic Country Survey, and CI courses.						B	
SPECIFIC DUTY NO. 2						RATING LETTER	
Conducts covert tutorial training programs.						B	
SPECIFIC DUTY NO. 3						RATING LETTER	
SPECIFIC DUTY NO. 4						RATING LETTER	
SPECIFIC DUTY NO. 5						RATING LETTER	
SPECIFIC DUTY NO. 6						RATING LETTER	
OVERALL PERFORMANCE IN CURRENT POSITION							
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.						RATING LETTER	
27 JAN 1965						B	

SECRET

(When Filled In)

SECTION C NARRATIVE COMMENTS *OFFICIAL OF PERSONNEL*

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance; Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties, if applicable.

JAN 27 4 29 PM 1966

Mr. Wigren has been a member of EIC staff for eight months. He brought to us a knowledge in depth of the Soviet intelligence services and Soviet methods of clandestine activities which have been a distinct asset, and which have provided most useful judgments and insights.

Mr. Wigren appears to have a sound, disciplined, scholarly attitude toward substantive problems, and a searching, imaginative approach to pedagogical problems. He has developed as a team member easily and effectively, and has been willing to take on increasing responsibility. I feel that Mr. Wigren has excellent potential for further development as a senior instructor.

Mr. Wigren has not--at this time--been assigned any supervisory responsibilities.

SECTION D CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE 14 January 66 SIGNATURE OF EMPLOYEE *Kurt Wigren*

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 8 IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE 14 January 1966 OFFICIAL TITLE OF SUPERVISOR Chief, EIC/OTR

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

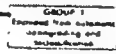
No appropriate reviewing official.

DATE OFFICIAL TITLE OF REVIEWING OFFICIAL TYPED OR PRINTED NAME AND SIGNATURE

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				006198	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle) WIGREN, Lee H.			2. DATE OF BIRTH 12-1-23	3. SEX M	4. GRADE GS-13
6. OFFICIAL POSITION TITLE Ops Officer			7. OFF NUMBER OF ASSIGNMENT DDP/SR/CI	8. CURRENT STATION Hqs	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input checked="" type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C) SPECIAL (Specify):			<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P. 31 January 1964			12. REPORTING PERIOD (From - to) 1 January 1963 to 31 December 1963		
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 Supervises and directs the work of a Branch of 8 people, and coordinates and guides the research work of other Branches of this Group.					RATING LETTER P
SPECIFIC DUTY NO. 2 Plans the research program of SR/CI					RATING LETTER P
SPECIFIC DUTY NO. 3 Gives lectures and briefings to Agency and foreign officials.					RATING LETTER S
SPECIFIC DUTY NO. 4 Manages personnel.					RATING LETTER P
SPECIFIC DUTY NO. 5 Edits the research production of SR/CI					RATING LETTER S
SPECIFIC DUTY NO. 6 Personally prepared a long and complicated report on a highly important matter under pressure of supervision and extremely tight deadlines.					RATING LETTER S
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER P
30 JAN 1964					



SECRET

(When Filled In)

SECTION C NARRATIVE COMMENTS OFFICE OF PERSONNEL

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective the relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

JAN 29 4 12 PM '64

Mr. Wigren is a conscientious and capable research officer with a good grasp of his material and is able to present it effectively to audiences of widely varied sophistication. Since his last report, the basic orientation of SR/CI has changed, and is now directed almost wholly to the creation and exploitation of operations. The organization thus needs more urgently than ever the digested operational experience which it is Mr. Wigren's job to produce. This has made it necessary to apply strict priorities based on operational need and relevancy, which has been difficult for Mr. Wigren, who has no direct operational experience. He has not been able to get the most out of his people, nor give them the sort of close and consistent guidance which some of them require in the face of changing or sudden requirements. He has a tendency to be over-concerned with organizational and bureaucratic exercise to the expense of substantive production. Nonetheless, his real qualities came to the fore recently when he produced well and used his staff effectively on an important and complicated project. He is a distinct asset in his responsible and demanding job.

Mr. Wigren performs his duties with maximum economy.

SECTION D CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE 22 January 1964	SIGNATURE OF EMPLOYEE <i>Lee H. Wigren</i>
-------------------------	---

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 14	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
---	---

DATE 22 Jan. 1964	OFFICIAL TITLE OF SUPERVISOR Chief, SR/CI	TYPED OR PRINTED NAME AND SIGNATURE
----------------------	--	-------------------------------------

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

Concur.

DATE 27 January 1964	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, SR Division	TYPED OR PRINTED NAME AND SIGNATURE <i>David L. Murphy</i>
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SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER **006198**

SECTION A GENERAL

1. NAME (Last) **WIGREN** (First) **LEE** (Middle) **H.** 2. DATE OF BIRTH **12-1-23** 3. SEX **M** 4. GRADE **GS-13** 5. SD **D**

6. OFFICIAL POSITION TITLE **Ops Officer** 7. OFF/DIV/DR OF ASSIGNMENT **DDP/SR/COPS/CI** 8. CURRENT STATION **Hqs.**

9. CHECK (X) TYPE OF APPOINTMENT
 CAREER RESERVE TEMPORARY
 CAREER-PROVISIONAL (See Instructions - Section C) SPECIAL (Specify):

10. CHECK (X) TYPE OF REPORT
 INITIAL REASSIGNMENT SUPERVISOR
 ANNUAL REASSIGNMENT EMPLOYEE
 SPECIAL (Specify):

11. DATE REPORT DUE IN O.P. **31 January 1963** 12. REPORTING PERIOD (From - to-) **September 1961 - 31 December 1962**

SECTION B PERFORMANCE EVALUATION

W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counselling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong Performance is characterized by exceptional proficiency.

O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).

SPECIFIC DUTY NO.	DUTY DESCRIPTION	RATING LETTER
1	Supervises and reviews work of a section including 11 research analysts and three clerks. DA12	S
2	Plans and implements divisional research program on Soviet intelligence. DC45	P+
3	Directs dissemination of CI studies and reports on RIS to appropriate U.S. and foreign consumers. DC31	S
4	Gives lectures and briefings to Agency and foreign officials as required. DD11	S
5	Effects coordination with CI Staff, OS, OTR and others on CI research matters. DA20	S
6	Establishes divisional criteria for records and methods of information processing required for CI research.	S

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER **S+**

25 JAN 1963

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

SEE ATTACHED SHEET

SECTION D

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE

14 February 1965

SIGNATURE OF EMPLOYEE

L. H. Hedgcock

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

4 1/2

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE

OFFICIAL TITLE OF SUPERVISOR

C/SR/CI

TYPED OR PRINTED NAME AND SIGNATURE

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

DATE

16 JAN 16 1965

OFFICIAL TITLE OF REVIEWING OFFICIAL

SR/COP

SECRET

SECRET

NARRATIVE COMMENTS

Mr. Wigren is extremely proficient in handling his section from both the personnel and managerial standpoints. In addition, he is an expert on Soviet Intelligence in his own right and lectures on the topic to officials of this and other governments. He is particularly capable at training new researchers.

In reviewing his file today, I note that the Reviewing Official for his fitness report of a year ago noted his opinion that my ratings of Mr. Wigren at that time were too high. That opinion was not discussed with me or with Mr. Wigren. Perhaps the ratings were indeed too high, but I must say that considering the Fitness Report form and criteria in use at that time and his performance in relation to that of other officers in this branch and outside it, I would give him the same ratings today for that period.

The ratings in this current report will appear slightly lower than those of the last report. This is not entirely due to the different report form. Mr. Wigren's problems increased in both intensity and complexity during this period, and I do not feel that he met the increased burden with as much of an increase in performance as was necessary. This should not at all detract from my rating of his overall performance, which is still exceptional and only slightly less than outstanding.

J. H. ...

SECRET

SECRET
(When Filled In)

FITNESS REPORT		EMPLOYEE SERIAL NUMBER 106160
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SECTION A GENERAL					
1. NAME (Last) WIGREN	(First) Lee	(Middle) H.	2. DATE OF BIRTH 12-1-23	3. SEX M	4. GRADE GS-12
5. SERVICE DESIGNATION D		6. OFFICIAL POSITION TITLE Ops Officer		7. OFF/DIV/BR OF ASSIGNMENT DDI/SR/CI	
8. CAREER STAFF STATUS			9. TYPE OF REPORT		
NOT ELIGIBLE	<input checked="" type="checkbox"/>	MEMBER	DEFERRED	INITIAL	REASSIGNMENT SUPERVISOR
PENDING		DECLINED	DENIED	<input checked="" type="checkbox"/>	REASSIGNMENT/EMPLOYER
10. DATE REPORT DUE IN O.P.		11. REPORTING PERIOD From 1 Jan. '61 - To Sept. '61		SPECIAL (Specify)	

SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES						
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).						
1 - Unsatisfactory	2 - Barely adequate	3 - Acceptable	4 - Competent	5 - Excellent	6 - Superior	7 - Outstanding
SPECIFIC DUTY NO. 1 Supervises & reviews work of Section including 9 research analysts and 4 clerks. <i>DAL</i>	RATING NO. 7	SPECIFIC DUTY NO. 4 Gives lectures and briefings to Agency and foreign officials as required.	RATING NO. 7			
SPECIFIC DUTY NO. 2 Plans and implements divisional research program on Soviet Intelligence. <i>DEB</i>	RATING NO. 6	SPECIFIC DUTY NO. 5 Effects coordination with CI Staff, CG, OIR and others on CI research matters.	RATING NO. 7			
SPECIFIC DUTY NO. 3 Directs dissemination of CI studies and reports on RIS to appropriate U.S. and foreign consumers. <i>DW</i>	RATING NO. 7	SPECIFIC DUTY NO. 6 Establishes divisional criteria for records and methods of information processing required for CI research.	RATING NO. 6			

SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION	
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.	
<ul style="list-style-type: none"> 1 - Performance in many important respects fails to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding. 	RATING NO. 5

SECTION D DESCRIPTION OF THE EMPLOYEE					
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee					
1 - Least possible degree	2 - Limited degree	3 - Normal degree	4 - Above average degree	5 - Outstanding degree	
CHARACTERISTICS			NOT APPLICABLE	NOT OBSERVED	RATING
GETS THINGS DONE					5
RESOURCEFUL					X
ACCEPTS RESPONSIBILITIES					X
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES					X
DOES HIS JOB WITHOUT STRONG SUPPORT					X
FACILITATES SMOOTH OPERATION OF HIS OFFICE					X
WRITES EFFECTIVELY					X
SECURITY CONSCIOUS					X
THINKS CLEARLY					X
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS					X
OTHER (Specify):					X

SEE SECTION "E" ON REVERSE SIDE

SECRET

(When Filled In)

SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

Mr. Wigren's performance during the past year has been outstanding in every important respect. Despite great pressure and frequently difficult assignments he has directed his section in a calm and mature manner which has enabled it to meet deadlines on HIS research despite the relative inexperience of its personnel. His potential for development is excellent and the responsibilities of his section are being expanded to enable it to produce even more of its high-quality product.

SECTION F CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

I certify that I have seen Sections A, B, C, D and E of this Report.

DATE: 13 September SIGNATURE OF EMPLOYEE: *W. H. Wigren*

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION: IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION:

IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON:

EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS: REPORT MADE WITHIN LAST 90 DAYS: OTHER (Specify):

DATE: 13 September 1961 OFFICIAL TITLE OF SUPERVISOR: C/22/CI

3. BY REVIEWING OFFICIAL

- I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.
- I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.
- I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.
- I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENTS OF REVIEWING OFFICIAL:

While I quite agree that Mr. Wigren has done a very fine job, I consider that the ratings in Section E are overly generous. I base this on the fact that I know of no other highly-competent officer who has received 7 ratings on two-thirds of his specific duties, and I do not believe that Wigren's performance is better than any other officer's I know. There is no question in my mind that Wigren's performance in this job has been superior to any previous incumbents.

DATE: 13 Sept 1961 REVIEWING OFFICIAL: [Redacted] TYPED OR PRINTED NAME AND SIGNATURE

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER 106198		
SECTION A GENERAL						
1. NAME (Last) (First) (Middle) WIGMORE Lee H.			2. DATE OF BIRTH 12-1-23		3. SEX M	
4. GRADE GS-12		5. SERVICE DESIGNATION D		6. OFFICIAL POSITION TITLE Ops Officer		
7. OFF/DIV/BR OF ASSIGNMENT DDP/SR/CS			8. CAREER STAFF STATUS			
<input type="checkbox"/> NOT ELIGIBLE <input checked="" type="checkbox"/> MEMBER <input type="checkbox"/> DEFERRED <input type="checkbox"/> PENDING <input type="checkbox"/> DECLINED <input type="checkbox"/> DENIED			9. TYPE OF REPORT			
<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT/SUPERVISOR <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT/EMPLOYEE			10. DATE REPORT DUE IN O.P. 31 Jan 61			
11. REPORTING PERIOD From 1 Jan 60 To 31 Dec 60			12. SPECIAL (Specify)			
SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES						
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).						
1 - Unsatisfactory		2 - Barely adequate		3 - Acceptable		
4 - Competent		5 - Excellent		6 - Superior		
7 - Outstanding						
SPECIFIC DUTY NO. 1 Supervises & reviews work of Section including 8 research analysts and 2 clerks.		RATING NO. 5+		SPECIFIC DUTY NO. 4 Gives lectures and briefings to Agency and foreign officials as required.		
SPECIFIC DUTY NO. 2 Plans and implements divisional research program on Soviet Intelligence.		RATING NO. 6		SPECIFIC DUTY NO. 5 Effects coordination with CI Staff, CG, OTR and others on CI research matters.		
SPECIFIC DUTY NO. 3 Directs dissemination of CI studies and reports on RIS to appropriate U.S. and foreign consumers.		RATING NO. 6		SPECIFIC DUTY NO. 6 Establishes divisional criteria for records and methods of information processing required for CI research.		
RATING NO. 5+						
SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION						
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employes' overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.						
1 - Performance in many important respects falls to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding.					RATING NO. 5	
SECTION D DESCRIPTION OF THE EMPLOYEE						
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee						
1 - Least possible degree		2 - Limited degree		3 - Normal degree		
4 - Above average degree		5 - Outstanding degree				
CHARACTERISTICS			NOT APPLICABLE		NOT OBSERVED	
					RATING	
GETS THINGS DONE					1 2 3 4 5	
RESOURCEFUL						
ACCEPTS RESPONSIBILITIES					X	
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES					X	
DOES HIS JOB WITHOUT STRONG SUPPORT					X	
FACILITATES SMOOTH OPERATION OF HIS OFFICE					X	
WRITES EFFECTIVELY					X	
SECURITY CONSCIOUS					X	
THINKS CLEARLY					X	
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS					X	
OTHER (Specify):						

SEE SECTION "E" ON REVERSE SIDE

SECRET
(When Filled In)

SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibility. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

MAR 9 2 55 PM '61

As Chief of SR's Research Section on Soviet Intelligence, Mr. Wigren's performance has continued to be superior in the same manner as described in Section E of last year's report. In addition to this he has worked closely with OIR on the revamping of the CI Operations Course. He has been particularly effective in organizing and leading briefings on the RIS given to chiefs and operations officers of foreign intelligence services during their visits to Washington, and in leading a seminar designed to assist SR personnel in handling liaison briefings. His success in carrying out a planned approach to SR's CI research problems, using personnel who have relatively little substantive experience, has been especially gratifying.

SECTION F CERTIFICATION AND COMMENTS

1. BY EMPLOYEE
I certify that I have seen Sections A, B, C, D and E of this Report.
DATE: 24 February 61 SIGNATURE OF EMPLOYEE: *Leif H. Wigren*

2. BY SUPERVISOR
WHY THIS EMPLOYEE HAS BEEN UNDER MY SUPERVISION: IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION.
IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.
EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS: REPORT MADE WITHIN LAST 90 DAYS: OTHER (SPECIFY):

DATE: 24 February 1961 OFFICIAL TITLE OF SUPERVISOR: C/SR/RISB

3. BY REVIEWING OFFICIAL
I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.
I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.
I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.
I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENTS OF REVIEWING OFFICIAL

DATE: OFFICIAL TITLE OF REVIEWING OFFICIAL: TYPED OR PRINTED NAME AND SIGNATURE:

SECRET
(When Filled In)

RECEIVED
DEC 23 1960

FITNESS REPORT				EMPLOYEE SERIAL NUMBER 106198							
SECTION A GENERAL											
1. NAME (Last) WIGREN		(First) Luo		2. DATE OF BIRTH 12-01-23		3. SEX M	4. GRADE GS-12				
5. SERVICE DESIGNATION D		6. OFFICIAL POSITION TITLE Ops Officer				7. OFF/DIV/BR OF ASSIGNMENT DDP/SR/CE					
8. CAREER STAFF STATUS				9. TYPE OF REPORT							
<input type="checkbox"/> NOT ELIGIBLE		<input checked="" type="checkbox"/> MEMBER		<input type="checkbox"/> DEFERRED		<input type="checkbox"/> INITIAL					
<input type="checkbox"/> PENDING		<input type="checkbox"/> DECLINED		<input type="checkbox"/> DENIED		<input checked="" type="checkbox"/> ANNUAL					
10. DATE REPORT DUE IN O.P. 25 Jan 1960		11. REPORTING PERIOD From 7 May 59 To 31 Dec 59		12. SPECIAL (Specify)							
SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES											
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).											
1 - Unsatisfactory		2 - Barely adequate		3 - Acceptable		4 - Competent					
5 - Excellent		6 - Superior		7 - Outstanding							
SPECIFIC DUTY NO. 1 Supervises & reviews work of Section including 8 research analysts and 2 clerks.		RATING NO. 5+	SPECIFIC DUTY NO. 4 Gives lectures and briefings to Agency and foreign officials as required.			RATING NO. 5					
SPECIFIC DUTY NO. 2 Plans and implements divisional research program on Soviet Intelligence.		RATING NO. 6	SPECIFIC DUTY NO. 5 Effects coordination with CI Staff, OS and others on CI research matters.			RATING NO. 6					
SPECIFIC DUTY NO. 3 Directs dissemination of CI studies and reports on RIS to appropriate U. S. and foreign consumers.		RATING NO. 6	SPECIFIC DUTY NO. 6 Establishes divisional criteria for records and methods of information processing required for CI research.			RATING NO. 5+					
SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION											
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.											
1 - Performance in many important respects fails to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding.						RATING NO. 5					
SECTION D DESCRIPTION OF THE EMPLOYEE											
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee											
1 - Least possible degree		2 - Limited degree		3 - Normal degree		4 - Above average degree		5 - Outstanding degree			
CHARACTERISTICS					NOT APPLI- CABLE	NOT OS- SERVED	RATING				
							1	2	3	4	5
GETS THINGS DONE											X
RESOURCEFUL										X	
ACCEPTS RESPONSIBILITIES											X
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES											X
DOES HIS JOB WITHOUT STRONG SUPPORT											X
FACILITATES SMOOTH OPERATION OF HIS OFFICE											X
WRITES EFFECTIVELY											X
SECURITY CONSCIOUS											X
THINKS CLEARLY											X
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS											X
OTHER (Specify):											
SEE SECTION "E" ON REVERSE SIDE											

SECRET

(When Filled In)

SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

Mr. Wigren has excellent substantive background on the Soviet Union and, except for a two year period on a WE operations desk, has devoted his entire 9 years in the Agency to research on Soviet Intelligence in one way or another. His performance for the past year in a job formerly held by GS-14's and 15's can only be described as superior. He has not only assumed responsibilities greater than those of the previous incumbents; he has carried these out with a minimum of support and in a calm, mature manner which has earned respect on all sides. Although his analysts have often been relatively inexperienced, he has geared their assignments to their capabilities and subjects designed to increase their competence. His most important contribution during this period has been in the formation of an organized plan of research in response to Agency and external requirements, and the establishment of improved records and procedures to carry out this program.

Although Mr. Wigren would prefer eventual assignment to the field as an operational officer, it seems to me his greatest potential lies in the kind of research and support of operations he is presently performing. I would therefore recommend that future training be oriented along these lines rather than strictly operational lines, and that planning for his eventual field assignment should emphasize his knowledge of Soviet Intelligence and his ability to deal with other specialists in a "liaison" relation.

SECTION F CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

I certify that I have seen Sections A, B, C, D and E of this Report.

DATE: 22 March 60 SIGNATURE OF EMPLOYEE: Lee H. Wigren

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.

EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS

REPORT MADE WITHIN LAST 90 DAYS

OTHER (Specify):

DATE: 21 March 1960 OFFICIAL TITLE OF SUPERVISOR: SR/COP/CE

3. BY REVIEWING OFFICIAL

I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.

I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.

I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.

X I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENTS OF REVIEWING OFFICIAL

Although I am not sufficiently familiar with the details of the work in which Mr. Wigren does his job, I can not recall anything which would contradict the rating and am inclined to agree with the rating.

DATE: 26 March 60 OFFICIAL TITLE OF REVIEWING OFFICIAL: SR/COP

SECRET

SECRET
(When Filled In)

1

FITNESS REPORT						EMPLOYEE SERIAL NUMBER				
						106198				
SECTION A GENERAL										
1. NAME (Last) (First) (Middle) WIGREN, Lee H.			2. DATE OF BIRTH 1 December 1923		3. SEX M	4. GRADE GS-12				
5. SERVICE DESIGNATION DI		6. OFFICIAL POSITION TITLE I. O. (FI)			7. OFF/DIV/BR OF ASSIGNMENT FI Div D					
8. CAREER STAFF STATUS				9. TYPE OF REPORT						
NOT ELIGIBLE		MEMBER	DEFERRED	INITIAL	REASSIGNMENT/SUPERVISOR					
PENDING		DECLINED	DENIED	X ANNUAL	REASSIGNMENT/EMPLOYEE					
10. DATE REPORT DUE IN O.P. 31 January 1959			11. REPORTING PERIOD 7 Mar 58 - 31 Dec 58		SPECIAL (Specify)					
SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES										
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).										
1 - Unsatisfactory	2 - Barely adequate	3 - Acceptable	4 - Competent	5 - Excellent	6 - Superior	7 - Outstanding				
SPECIFIC DUTY NO. 1 Supervises 4 people - 3 professional (GS-7 through 9) conducting research and 1 clerical (GS-4)			RATING NO. 5	SPECIFIC DUTY NO. 4 Assists in developing new programs			RATING NO. 5			
SPECIFIC DUTY NO. 2 Writes reports			RATING NO. 6	SPECIFIC DUTY NO. 5 Coordinates with other offices			RATING NO. 5			
SPECIFIC DUTY NO. 3 Conducts research			RATING NO. 6	SPECIFIC DUTY NO. 6 Conducts external liaison			RATING NO. 5			
SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION										
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.										
<ul style="list-style-type: none"> 1 - Performance in many important respects fails to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding. 						RATING NO. 5				
SECTION D DESCRIPTION OF THE EMPLOYEE										
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee										
1 - Least possible degree	2 - Limited degree	3 - Normal degree	4 - Above average degree	5 - Outstanding degree						
CHARACTERISTICS				NOT APPLI-CABLE	NOT OB-SERVED	RATING				
						1	2	3	4	5
GETS THINGS DONE										X
RESOURCEFUL										
ACCEPTS RESPONSIBILITIES									X	
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES										X
DOES HIS JOB WITHOUT STRONG SUPPORT									X	
FACILITATES SMOOTH OPERATION OF HIS OFFICE									X	
WRITES EFFECTIVELY										X
SECURITY CONSCIOUS										X
THINKS CLEARLY									X	
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS									X	
OTHER (Specify):										
SEE SECTION "E" ON REVERSE SIDE										

SECRET

(When Filled In)

SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

Mr. WIGREN has shown intelligence, initiative and originality in his approach to various assignments. He has calmly accepted heavy working pressures and has efficiently carried out research and administrative matters requiring the careful disposition of manpower and time. He has willingly accepted responsibility and made decisions on his own when the need arose.

It is recommended that Mr. WIGREN take a course on the Communist Party and one on management.

During the sixteen months that he has been under my supervision Mr. WIGREN has capably carried out assignments of a progressively more difficult nature. And he appears to have the potential to assume greater responsibilities.

SECTION F CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

I certify that I have seen Sections A, B, C, D and E of this Report.

DATE

16 January 1959

SIGNATURE OF EMPLOYEE

Lee H. Wigren

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

16 months

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON:

EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS

REPORT MADE WITHIN LAST 90 DAYS

OTHER (Specify):

DATE

16 January 1959

OFFICIAL TITLE OF SUPERVISOR

Chief, SAS, FI/D

TYPED OR PRINTED NAME AND SIGNATURE

3. BY REVIEWING OFFICIAL

I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.

I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.

I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.

I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENTS OF REVIEWING OFFICIAL

DATE

19 January 1959

OFFICIAL TITLE OF REVIEWING OFFICIAL

AEC/FI/Division D

SECRET

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any portion. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item 8. of Section "A" below.

SECTION A.

GENERAL

1. NAME (Last) WIGREN, Lee (First) (Middle)		2. DATE OF BIRTH 1 Dec 1923	3. SEX M	4. SERVICE DESIGNATION DI
5. OFFICE DIVISION BRANCH OF ASSIGNMENT FI Div D Int'l Support Br		6. OFFICIAL POSITION TITLE Biographic Officer		
7. GRADE GS-11	8. DATE REPORT DUE IN OP 19 Mar 58	9. PERIOD COVERED BY THIS REPORT (Inclusive dates) 23 September 57 - 19 March 1958		
10. TYPE OF REPORT (Check one)		SPECIAL (Specify)		
<input checked="" type="checkbox"/> ANNUAL		<input type="checkbox"/> REASSIGNMENT - SUPERVISOR <input type="checkbox"/> REASSIGNMENT - EMPLOYEE		

SECTION B.

CERTIFICATION

1. FOR THE RATER: THIS REPORT HAS HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN THE NOTE.

A. CHECK (X) APPROPRIATE STATEMENTS:

<input checked="" type="checkbox"/> THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.	IF INDIVIDUAL IS RATED "S" IN CI OR D, A WARNING LETTER HAS SENT TO HIM. A COPY ATTACHED TO THIS REPORT.
<input type="checkbox"/> THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.	
<input checked="" type="checkbox"/> I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.	I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify):

8. THIS DATE
14 February 1958

C. SIGNED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR

D. SUPERVISOR'S OFFICIAL TITLE
Chief, Spec. Act. Br., FI/D

2. FOR THE REVIEWING OFFICIAL: THIS REPORT IS A SUMMARY OF THE INFORMATION WITH THE SUPERVISOR, OR ANY OTHER INFORMATION, WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.

Posted Per. Control *[Signature]* DATE **11 MAR 1958**
 Reviewed by *[Signature]* MAIL ROOM
 CONTINUED ON ATTACHED SHEET

I certify that any substance

A. THIS DATE
14 February 1958

B. SIGNED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL

C. OFFICIAL TITLE OF REVIEWING OFFICIAL
Chief, FI/D

SECTION C.

JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

DIRECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

- 1 - DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.
- 2 - BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES.
- 3 - PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
- 4 - PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER.
- 5 - A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
- 6 - PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE SUPERVISOR.

COMMENTS:

SECRET
(When Filled In)

7. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:

- State in the spaces below up to six of the more important SPECIFIC duties performed during the rating period. Place the most important first. Do not include minor or unimportant duties.
 - Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.
 - For supervisors, ability to supervise will always be rated as a specific duty (do not rate as supervisors those who supervise a secretary only).
 - Compare in your mind, when possible, the individual being rated with others performing similar duties at a similar level of responsibility.
 - Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
 - Be specific. Examples of the kind of duties that might be rated are:

ORAL BRIEFING GIVING LECTURES CONDUCTING SEMINARS WRITING TECHNICAL REPORTS CONDUCTING EXTERNAL LIAISON TYPING TAKING DICTATION SUPERVISING	HAS AND USES AREA KNOWLEDGE DEVELOPS NEW PROGRAMS ANALYZES INDUSTRIAL REPORTS MANAGES FILES OPERATES RADIO COORDINATES WITH OTHER OFFICERS WRITES REGULATIONS PREPARES CORRESPONDENCE
--	--
8. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

OFFICE CLERK WIGREN
 HIS 7 2:16 PM '50

MAIL ROOM
 COORDINATES INTERROGATIONS
 PREPARES SUMMARIES
 TRANSLATES GERMAN
 DETERMINES SOURCES
 REFS BOOKS
 DRIVES TRUCK
 MAINTAINS AIR CONDITIONING
 EVALUATES SIGNIFICANCE OF DATA

- | | |
|---|--|
| 1 - INCOMPLETE IN THE PERFORMANCE OF THIS DUTY
2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY
3 - PERFORMS THIS DUTY ACCEPTABLY
4 - PERFORMS THIS DUTY IN A COMPETENT MANNER
5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB | 6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS
7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY |
|---|--|

SPECIFIC DUTY NO. 1	RATING NUMBER	SPECIFIC DUTY NO. 4	RATING NUMBER
Writing specialized reports	5		
SPECIFIC DUTY NO. 2		SPECIFIC DUTY NO. 3	RATING NUMBER
Evaluating significance of data	5		
SPECIFIC DUTY NO. 3		SPECIFIC DUTY NO. 6	RATING NUMBER
Has and uses area knowledge	5		

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

DIRECTIONS: Stress strengths and weaknesses, particularly those which affect development on present job.

Mr. Wigren is intelligent, competent and diligent.

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

DIRECTIONS: Take into account here everything you know about the individual...productivity, conduct in the job, pertinent personal characteristics or habits, special defects or talents...and how he fits in with your team. Compare him with others doing similar work of about the same level.

- | | |
|--|--|
| <div style="border: 1px solid black; padding: 2px; display: inline-block;">5</div> | 1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED
2 - OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW
3 - A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION
4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION
5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS
6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION
7 - EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION |
|--|--|

IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? YES NO. IF YES, EXPLAIN FULLY:

SECRET

(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the OI no later than 30 days after the due date indicated in item 5 of Section "E" below.

SECTION E. GENERAL
1. NAME (Last) (First) (Middle) WIGREN, Ice
2. DATE OF BIRTH 1 Dec 1923
3. SEX M
4. SERVICE DESIGNATION DI
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT FI Div D Intel Support Br
6. OFFICIAL POSITION TITLE Biographic Officer
7. GRADE GS-11
8. DATE REPORT DUE IN OP 19 Mar 58
9. PERIOD COVERED BY THIS REPORT (Include dates) 23 September 57 - 19 March 1958
10. TYPE OF REPORT (Check one) INITIAL [X] ANNUAL

SECTION F. CERTIFICATION
1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED
A. THIS DATE 14 Feb. 1958
B. SUPERVISOR'S OFFICIAL TITLE Chief, Spec. Ac. Br., FI/D
2. FOR THE REVIEWING OFFICER:
A. THIS DATE 14 Feb. 1958
B. OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, FI/D

SECTION G. ESTIMATE OF POTENTIAL
1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES
DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.
1 - ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
2 - HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
3 - MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES
4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES
5 - WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING
6 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL
7 - AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES
RATING NUMBER 1

2. SUPERVISORY POTENTIAL
DIRECTIONS: Answer this question: How this person the ability to be a supervisor? [X] Yes [] No If your answer is YES, indicate below your opinion as regards of the level of supervisory ability this person will reach AFTER SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.
DESCRIPTIVE RATING NUMBER
0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION
1 - BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION
2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION
3 - BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION

Table with columns: ACTUAL, POTENTIAL, DESCRIPTIVE SITUATION. Rows describe various supervisory situations like 'a group doing the basic job', 'a group of supervisors who direct the basic job', 'a group who may or may not be supervisors', etc.

SECRET

(When Filled In)

257-101-100 PERSONNEL

3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE NAMED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION

4. COMMENTS CONCERNING POTENTIAL

Mr. Wigren has a flair for research which should enable him to assume more research responsibilities in work of a research nature.

MAR 2 10 21 AM '58

MAIL ROOM

SECTION II.

FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

It is planned to give Mr. Wigren an opportunity to assume more research responsibilities.

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS

SECTION I.

DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

- X - HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL
- 1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE
- 2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
- 3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
- 4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
- 5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
4	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	4	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
4	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	4	12. SHOWS ORIGINALITY	4	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
4	3. HAS INITIATIVE	5	13. ACCEPTS RESPONSIBILITIES	4	23. IS THOUGHTFUL OF OTHERS
4	4. IS ANALYTIC IN HIS THINKING	4	14. ADMITS HIS ERRORS	4	24. WORKS WELL UNDER PRESSURE
5	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	5	15. RESPONDS WELL TO SUPERVISION	4	25. DISPLAYS JUDGEMENT
4	6. KNOWS WHEN TO SEEK ASSISTANCE	4	16. DOES HIS JOB WITHOUT BIPOND SUPPORT	4	26. IS SECURITY CONSCIOUS
4	7. CAN GET ALONG WITH PEOPLE	4	17. COMES UP WITH SOLUTIONS TO PROBLEMS	4	27. IS JERGATILE
4	8. HAS MEMORY FOR FACTS	4	18. IS OBSERVANT	5	28. HIS CRITICISM IS CONSTRUCTIVE
4	9. GETS THINGS DONE	4	19. THINKS CLEARLY	4	29. FACILITATES SMOOTH OPERATION OF HIS OFFICE
4	10. CAN COPE WITH EMERGENCIES	4	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS	4	30. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part D) PERFORMANCE

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report. FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials.

SECTION A. GENERAL

1. NAME (Last) (First) (Middle) 2. DATE OF BIRTH 3. SEX 4. SERVICE DESIGNATION 5. OFFICE/DIVISION/RANCH OF ASSIGNMENT 6. OFFICIAL POSITION TITLE 7. GRADE 8. DATE REPORT DUE IN DP 9. PERIOD COVERED BY THIS REPORT (Inclusive dates) 10. TYPE OF REPORT (Check one)

SECTION B. CERTIFICATION

1. FOR THE RATER: THIS REPORT HAS [X] NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT. 2. THIS DATE 3. TYPED OR PRINTED NAME AND RESIGNATURE OF SUPERVISOR 4. SUPERVISOR'S OFFICIAL TITLE

Posted Per. Control: [Signature] DATE 11/6/57 Reviewed by: [Signature] NOV 21 1957

I certify that any substantial change in the rating of the individual being rated is reflected in the above section. 5. REVIEWING OFFICIAL 6. OFFICIAL TITLE OF REVIEWING OFFICIAL

SECTION C. JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES DIRECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period.

- 1 - DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT. 2 - BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES. 3 - PERFORMS MOST OF HIS DUTIES ACCEPTABLY, OCCASIONALLY REVEALS SOME AREA OF WEAKNESS. 4 - PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER. 5 - A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL. 6 - PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE SUPERVISOR.

COMMENTS:

SECRET

(When Filled In)

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:

- a. State in the spaces below up to six of the more important SPECIFIC duties. Place the most important first. Do not include minor or unimportant duties.
- b. Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.
- c. For supervisors, ability to supervise will always be rated as a specific duty; do not rate as supervisors those who supervise a secretary only.
- d. Compare in your mind, when possible, the individual being rated with similar jobs at a similar level of responsibility.
- e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
- f. Be specific. Examples of the kind of duties that might be rated are:
 - ORAL BRIEFING
 - GIVING LECTURES
 - CONDUCTING SEMINARS
 - WRITING TECHNICAL REPORTS
 - CONDUCTING EXTERNAL LIAISON
 - TYPING
 - MAKING DICTATION
 - SUPERVISING
 - HAS AND USES AREA KNOWLEDGE
 - DEVELOPS NEW PROGRAMS
 - ANALYZES INDUSTRIAL REPORTS
 - MANAGES FILES
 - OPERATES RADIO
 - COORDINATES WITH OTHER OFFICES
 - WRITES REGULATIONS
 - PREPARES CORRESPONDENCE
 - MAIL ROOM INTERROGATIONS
 - PREPARES SUMMARIES
 - TRANSLATES GERMAN
 - INSPECTION SERVICES
 - KEEPS BOOKS
 - DRIVES TRUCK
 - MAINTAINS AIR CONTROLLING
 - EVALUATES SIGNIFICANCE OF DATA
- g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

OFFICE OF PERSONNEL
OCT 30 3 55 PM '57

- 1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY
- 2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY
- 3 - PERFORMS THIS DUTY ACCEPTABLY
- 4 - PERFORMS THIS DUTY IN A COMPETENT MANNER
- 5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB
- 6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS
- 7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY

SPECIFIC DUTY NO. 1	RATING NUMBER	SPECIFIC DUTY NO. 4	RATING NUMBER
Is a Headquarters case officer	3		
SPECIFIC DUTY NO. 2	RATING NUMBER	SPECIFIC DUTY NO. 3	RATING NUMBER
Prepares correspondence and reports	4		
SPECIFIC DUTY NO. 3	RATING NUMBER	SPECIFIC DUTY NO. 6	RATING NUMBER
Coordinates with other offices	3		

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

DIRECTIONS: Stress strengths and weaknesses, particularly those which affect development on present job.

This officer is intelligent and possesses good judgement. He is neat and methodical in his work. Within the area of his explicit duties he is a willing worker who takes and executes orders faithfully. At this desk, the weaker aspect of his performance was in matters of initiative, drive and imagination. Though this impression may be heightened by Mr. Wigren's naturally quiet, unobtrusive manner, the final assessment must be that he is not inclined to go beyond carrying out assignments given to him.

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

- DIRECTIONS: Take into account here everything you know about the individual...productivity, conduct in the job, pertinent personal characteristics or habits, special defects or talents...and how he fits in with your team. Compare him with others doing similar work of about the same level.
- 1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED
 - 2 - OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW
 - 3 - A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION
 - 4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION
 - 5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS
 - 6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION
 - 7 - EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

3-4
RATING NUMBER

IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? YES NO

EXPLAIN FULLY: In view of his relative strengths and weaknesses, Mr. Wigren would seem better fitted for work requiring studious and methodical application to one or a few activities or projects, rather than as an across-the-board operations case officer, either at Headquarters or in the field.

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate senior management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the OI no later than 30 days after the due date indicated in Item 8 of Section "E" below.

SECTION E.

GENERAL

1. NAME (Last) (First) (Middle) Wigren, Iac H.		2. DATE OF BIRTH 1 December 1923	3. SEX M	4. SERVICE DESIGNATION DI
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT DDP/WE/		6. OFFICIAL POSITION TITLE Area Ops Office		
7. GRADE GS-11	8. DATE REPORT DUE IN OP ASAP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates) 19 March 1957 - 23 September 1957		
10. TYPE OF REPORT (Check one)	INITIAL ANNUAL	REASSIGNMENT-SUPERVISOR A	SPECIAL (Specify)	

SECTION F.

CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED

A. THIS DATE 25 Oct. 1957	B. SUPERVISOR'S OFFICIAL TITLE AC/WE-1
2. FOR THE REVIEWING OFFICER	D. REFERENCE OF OPINION IN ATTACHED MEMO.
A. THIS DATE 25 Oct. 1957	C. OFFICIAL TITLE OF REVIEWING OFFICIAL C/WE-1

SECTION G.

ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES
DIRECTIONS: Considering others of his kind and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.

RATING NUMBER 3	1 - ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
	2 - HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
	3 - MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES
	4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES
	5 - WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING
	6 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL
	7 - AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES

2. SUPERVISORY POTENTIAL

DIRECTIONS: Answer this question: Has this person the ability to be a supervisor? Yes No If your answer is YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.

DESCRIPTIVE RATING NUMBER	0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION	
	1 - BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION	
	2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION	
	3 - BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION	
ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION
	2	A GROUP DOING THE BASIC JOB (truck drivers, stenographers, technicians or professional specialists of various kinds) WHERE CONTACT WITH IMMEDIATE SUBORDINATES IS FREQUENT (First line supervisor)
	0	A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)
	1	A GROUP, WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)
	2	WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT
	1	WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION
	0	WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX
		OTHER (Specify) In absence of actual experience of individual in supervisory job, ratings are very arbitrary

SECRET

(When Filled In)

1. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION
3 m. OFFICE OF PERSONNEL

4. COMMENTS CONCERNING POTENTIAL
At the time of Mr. Wigren's last fitness report, the supervisor and reviewing official discussed with him his particular weaknesses and strengths. It should be recorded that his advancement, particularly his overseas assignment, would depend upon his showing greater initiative and interest as a case officer. It should be recorded that Mr. Wigren took this to heart and consciously strove to improve his performance to the time he left this office. The results were not such, however, as to seem to qualify Mr. Wigren for overseas service. By FUTURE PLANS mutual agreement, therefore, he

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL transferred to the FI Staff
Section H.
FUTURE PLANS
No longer in WE-1

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS

SECTION I. DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

- X - HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL
- 1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE
- 2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
- 3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
- 4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
- 5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
3	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	3	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	3	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
3	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	2	12. SHOWS ORIGINALITY	3	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
2	3. HAS INITIATIVE	3	13. ACCEPTS RESPONSIBILITIES	3	23. IS THOUGHTFUL OF OTHERS
3	4. IS ANALYTIC IN HIS THINKING	3	14. ADMITS HIS ERRORS	X	24. WORKS WELL UNDER PRESSURE
3	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	4	15. RESPONDS WELL TO SUPERVISION	4	25. DISPLAYS JUDGMENT
3	6. KNOWS WHEN TO SEEK ASSISTANCE	3	16. DOES HIS JOB WITHOUT STRONG SUPPORT	3	26. IS SECURITY CONSCIOUS
3	7. CAN GET ON WITH PEOPLE	3	17. COMES UP WITH SOLUTIONS TO PROBLEMS	2	27. IS VERSATILE
3	8. HAS MEMORY FOR FACTS	3	18. IS OBSERVANT	3	28. HIS CRITICISM IS CONSTRUCTIVE
2	9. GETS THINGS DONE	4	19. IS CLEARLY	3	29. FACILITATES SMOOTH OPERATION OF HIS OFFICE
X	10. CAN COPE WITH EMERGENCIES	3	20. COMPLETES WITHIN ALLOWABLE LIMITS	3	30. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report. FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials.

SECTION A. GENERAL

1. NAME (Last) (First) (Middle) Wigren, Lee H. 2. DATE OF BIRTH 1 Dec. 1923 3. SEX m 4. SERVICE DESIGNATION DI 5. OFFICE/DIVISION BRANCH OF ASSIGNMENT DDP WE 6. OFFICIAL POSITION TITLE Area Ops. Officer 7. GRADE 11 8. DATE REPORT DUE IN OR 19 March 1957 9. PERIOD COVERED BY THIS REPORT (inclusive dates) 19 March 1956-19 March 1957 10. TYPE OF REPORT (Check one) INITIAL [X] ANNUAL REASSIGNED SUPERVISOR REASSIGNED EMPLOYEE SPECIAL (Specify)

SECTION B. CERTIFICATION

1. FOR THE RATER: THIS REPORT [X] HAS [] NOT BEEN SUBMITTED TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT: 2. CHECK (X) APPROPRIATE STATEMENTS: THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL. THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS. I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS. 3. THIS DATE 25 March 1957 4. TYPED OR PRINTED NAME AND POSITION OF SUPERVISOR C/VE-1 5. SUPERVISOR'S OFFICIAL TITLE Chief, WE-1 6. FOR THE REVIEWING OFFICE: INFORMATION WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.

I have discussed this report, and his general situation, in considerable detail with Mr. Wigren. He felt he did not wish to challenge the critical comments of the rating officers (I had two officers work together in that capacity), but felt that a rating of 3 under specific duty No.2 did not do him justice. I think he is right on this score and would raise that rating to a 4. I would say there has been an improvement in Mr. Wigren's performance within the last year, and I have raised with the Division Personnel Board the subject of a promotion for him to GS-12. The Board recommended deferment of his case for a few months.

I certify that any substantial difference reflected in the above section. 1. THIS DATE 25 March 1957 2. TYPED OR PRINTED OFFICIAL 3. OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, WE-1

SECTION C. JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES DIRECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

- 1 - DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT. 2 - BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES. 3 - PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEARINESS. 4 - PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER. 5 - A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL. 6 - PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE SUPERVISOR.

COMMENTS:

SECRET

(When Filled In)

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:

a. State in the spaces below up to six of the more important SPECIFIC duties performed during the rating period. Place the most important first. Do not include minor or unimportant duties.

b. Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty as supervisors, those who supervise a secretary only.

c. For supervisors, ability to supervise will always be rated as a specific duty (do not rate as supervisors those who supervise a secretary only).

d. Compare in your mind, when possible, the individual being rated with others performing similar duties at a similar level of responsibility.

e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.

f. Be specific. Examples of the kind of duties that might be rated are:

ORAL BRIEFING	HAS AND USES AREA KNOWLEDGE	CONDUCTS INVESTIGATIONS
GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES
CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN
WRITING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES
CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	KEEPS BOOKS
Typing	COORDINATED WITH OTHER OFFICES	DRIVES TRUCK
TAKING DICTATION	WRITES REGULATIONS	MAINTAINS AIR CONDITIONING
SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA

g. For some jobs, duties may be broken down even further. A supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

OFFICE ASSISTANT
APR 29 11:20 AM '52

MAIL ROOM
CONDUCTS INVESTIGATIONS
PREPARES SUMMARIES
TRANSLATES GERMAN
DEBRIEFING SOURCES
KEEPS BOOKS
DRIVES TRUCK
MAINTAINS AIR CONDITIONING
EVALUATES SIGNIFICANCE OF DATA

- | | | | | | | | | | | |
|--|---|---------------|---------------------|--|---------------|---------------------|------------------------------------|---------------------|---------------|---------------|
| DESCRIPTIVE RATING NUMBER | 1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY | RATING NUMBER | SPECIFIC DUTY NO. 4 | PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS | RATING NUMBER | | | | | |
| | 2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY | | | | | SPECIFIC DUTY NO. 5 | BRIEFS SUPERIORS ON HIS ACTIVITIES | | | |
| | 3 - PERFORMS THIS DUTY ACCEPTABLY | | | | | | | SPECIFIC DUTY NO. 6 | RATING NUMBER | |
| | 4 - PERFORMS THIS DUTY IN A COMPETENT MANNER | | | | | | | | | RATING NUMBER |
| | 5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET TO HIS JOB | | | | | | | | | |
| 6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS | RATING NUMBER | | | | | | | | | |
| 7 - EXCELLED ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY | | RATING NUMBER | | | | | | | | |

SPECIFIC DUTY NO. 1 Writes Hqs and field Communioations	RATING NUMBER 5	SPECIFIC DUTY NO. 4 Analyses operations and proposen action.	RATING NUMBER 6
SPECIFIC DUTY NO. 2 Coordinates with other area desks and staffs.	RATING NUMBER 3	SPECIFIC DUTY NO. 5 Briefs superiors on his activities	RATING NUMBER 4
SPECIFIC DUTY NO. 3 Prepares intelligence reports	RATING NUMBER 4	SPECIFIC DUTY NO. 6	RATING NUMBER

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

DIRECTIONS: Stress strengths and weaknesses, particularly those which affect development on present job.

Most notable among this officer's strong qualities are his intelligence, inquisitiveness, emotional stability and good judgement. He comprehends and analyzes situations and problems readily and in the latter seems very able at finding logical solutions. He expresses himself well orally and in writing. He is neat in both personal and work habits. Such weaknesses as Mr. Wigren seems to have lie in the areas of social relationship and motivation. He is calm and introspective, not gregarious nor easy to know. Though he is always polite and even tempered he seems at the roots, perhaps, unduly sensitive to criticism. In his attitude towards the performance of his job he seems to do what he likes well, but to let the lessagreeable things slide.

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

DIRECTIONS: Take into account here everything you know about the individual...productivity, conduct in the job, pertinent personal characteristics or habits, special defects or talents...and how he fits in with your team. Compare him with others doing similar work of about the same level.

1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED

2 - OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW

3 - A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION

4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION

5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS

6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION

7 - EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? YES NO. IF YES, EXPLAIN FULLY:

SECRET

2. For the Reviewing Official (continued).

Mr. Wigren has also asked that it be made a matter of record that, for a period of three months in 1950, he was acting chief of the [redacted] and handled these responsibilities effectively. I have agreed to cite the extent of his responsibilities. Certainly the routine business of the desk was kept moving during this period. I have pointed out with respect to the manner of his performance of his duties that his fitness report is not an unfavorable one. The factors which have turned this annual fitness report into a personal crisis for him are the simultaneous deferment of his hoped-for promotion, and the deferment of an overseas assignment for him -- both of which actions naturally reflect on his past performance. I have pointed out that we have to require appreciably better than average performances from officers we send overseas, that I believe we have in the Branch at least one better qualified candidate for the overseas assignment in question, and that I am obliged to give the assignment to the person I feel is best qualified.

Perhaps understandably, Mr. Wigren continues to believe that this report is not a fair reflection of his performance. I have told him that I can go no further in attempting to explain my judgement and have asked that he discuss his situation with the Deputy Division Chief and/or the Division Chief. He agreed to do so.

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part II) - POTENTIAL

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the O' no later than 30 days after the due date indicated in item 8 of Section "G" below.

SECTION E.

GENERAL

1. NAME (Last) (First) (Middle) 2. DATE OF BIRTH 3. SEX 4. SERVICE DESIGNATION
Wigron, Leo H. 1 Dec. 1923 m DI
5. OFFICE/DIVISION/BRANCH 6. OFFICIAL POSITION TITLE
DDP WE Area Ops. Officer
7. GRADE 8. DATE REPORT DUE IN OP 9. PERIOD COVERED BY THIS REPORT (Inclusive Dates)
11 19 March 1957 19 March 1956-19 March 1957
10. TYPE OF REPORT (Check one) INITIAL REASSIGNMENT-SUPERVISOR SPECIAL (Specify)
ANNUAL REASSIGNMENT-EMPLOYEE

SECTION F.

CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGMENT OF THE INDIVIDUAL BEING RATED
A. THIS DATE 25 March 1957 B. SUPERVISOR'S OFFICIAL TITLE C/WE-1
2. FOR THE REVIEWING OFFICER: I CERTIFY THAT I HAVE REVIEWED THIS REPORT AND AGREE WITH THE OPINION IN ATTACHED MEMO.
A. THIS DATE 25 March 1957 B. TYPE, OR PRINTED NAME OFFICIAL C. OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, WE-1

SECTION G.

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES
DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.
1 - ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
2 - HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED DAN
3 - MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES
4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES WITHOUT ADDITIONAL TRAINING
5 - WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT ADDITIONAL TRAINING
6 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL
7 - AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES
5 4 RATING NUMBER

2. SUPERVISORY POTENTIAL

DIRECTIONS: Answer this question: Has this person the ability to be a supervisor? [X] Yes [] No If your answer is YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.

Table with columns: ACTUAL, POTENTIAL, DESCRIPTIVE SITUATION. Includes descriptive ratings 0-3 and situational descriptions for various supervisory levels.

SECRET

OFFICE OF PERSONNEL

1. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE SAID EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION

4. COMMENTS CONCERNING POTENTIAL

He is, I believe, at a crucial stage in his career. Depending upon his outside ^{ambition} ambition during the next 3 to 5 years he will have become either a mediocre senior case officer or an officer ready and able to assume executive responsibilities. He already has the inherent judgement and intelligence for more responsible jobs, but has not yet demonstrated a sufficient industry and resolve to make him as a promising professional.

APR 29 11 20 AM '57

SECTION II. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Mr. Wigron has been undergoing a variety of specialized training, including language, preparatory to an assignment in [redacted]. Such an assignment has been deferred and future training plans must therefore be held in abeyance.

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS

SECTION I. DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

- 4 = HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL
- 1 = APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE
- 2 = APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
- 3 = APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
- 4 = APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
- 5 = APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
3	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	3	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	3	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
4 3	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	2	12. SHOWS ORIGINALITY	2	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
1-2	3. HAS INITIATIVE	3	13. ACCEPTS RESPONSIBILITY	3	23. IS THOUGHTFUL OF OTHERS
4	4. IS ANALYTICAL IN HIS THINKING	3	14. ADMITS HIS ERRORS	X	24. WORKS WELL UNDER PRESSURE
4 3	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	3	15. RESPONDS WELL TO SUPERVISION	4	25. DISPLAYS JUDGMENT
3	6. KNOWS WHEN TO SEEK ASSISTANCE	3	16. DOES HIS JOB WITHOUT STRONG SUPPORT	4	26. IS SECURITY CONSCIOUS
3	7. CAN GET ALONG WITH PEOPLE	4 3	17. COMES UP WITH SOLUTIONS TO PROBLEMS	3	27. IS VERSATILE
3	8. HAS MEMORIES FOR FACTS	3	18. IS OBSERVANT	3	28. HIS CRITICISM IS CONSTRUCTIVE
3	9. GETS THINGS DONE	4	19. THINKS CLEARLY	3	29. FACILITATES SMOOTH OPERATION OF HIS OFFICE
X	10. CAN COPE WITH EMERGENCIES	3	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS	3	30. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION

SECRET

SECRET

2. For the Reviewing official: Note:

I have indicated in ink in the forms wherein my judgement differs from that of the rating officer.

SECRET

SECRET

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report. FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials.

SECTION A.

GENERAL

1. NAME (Last) (First) (Middle) 2. DATE OF BIRTH 3. SEX 4. SERVICE DESIGNATION 5. OFFICE DIVISION BRANCH OF ASSIGNMENT 6. OFFICIAL POSITION TITLE 7. GRADE 8. DATE REPORT DUE IN OP 9. PERIOD COVERED BY THIS REPORT (Inclusive Dates) 10. TYPE OF REPORT (Check one)

SECTION B.

CERTIFICATION

1. FOR THE RATER: THIS REPORT HAS HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT. A. CHECK (X) APPROPRIATE STATEMENTS: 1. THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL. 2. THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS. 3. I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS. IF INDIVIDUAL IS RATED "C" OR "D," A WARNING LETTER HAS BEEN SENT TO HIM OR A COPY ATTACHED TO THIS REPORT. I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW TO EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify): B. THIS DATE 2 May 1956 C. FOR THE REVIEWING OFFICER: I have discussed this report at length with Mr. Stenger, because of its critical character, and subscribe entirely to it. I think the discussion of the report with Mr. Wigren has been beneficial, and I believe an improvement will result, since Wigren seems to have good capabilities, if he cares to use them. If there is not an improvement within the next year, the question of a reassignment will have to be considered. Wigren tells me he desires he was put upon any number of assignments and that the report is therefore to come without further delay. (Check one) CONTAINS OR ATTACHED WITH THIS REPORT: 1. YES 2. NO I certify that any substantial difference of opinion with the supervisor is reflected in the above section.

A. THIS DATE 4 May 56 B. TYPED OR PRINTED OFFICIAL C. OFFICIAL TITLE OF REVIEWING OFFICIAL Branch Chief

SECTION C.

1. RATING ON GENERAL PERFORMANCE OF DUTIES. DIFFICULTIES: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D. 1. DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT. 2. BARELY ADEQUATE IN PERFORMANCE, ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING. HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES. 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF CARELESSNESS. 4. PERFORMS DUTIES IN A COMPLETE, EFFECTIVE MANNER. 5. A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL. 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS "EQUALLED" BY FEW OTHER PERSONS KNOWN TO THE SUPERVISOR. 3 INSERT RATING NUMBER COMMENTS: BY DATE: [Signature]

SECRET

(When Filled In)

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES			
DIRECTIONS: State in the spaces below up to six of the more important SPECIFIC duties performed during the reporting period. Place the most important first. Do not include minor or unimportant duties.			
a. Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.			
b. For supervisors, ability to supervise will always be rated as a specific duty (do not rate as supervisors those who supervise a secretary only).			
c. Compare in your mind, when possible, the individual being rated with others performing similar level of responsibility.			
d. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.			
e. Be specific. Examples of the kind of duties that might be rated are:			
ORAL BRIEFING GIVING LECTURES CONDUCTING SEMINARS WRITING TECHNICAL REPORTS CONDUCTING EXTERNAL LIAISON TYPING TAKING DICTATION SUPERVISING	HAS AND USES AREA KNOWLEDGE DEVELOPS NEW PROGRAMS ANALYZES INDUSTRIAL REPORTS MANAGES FILES OPERATES RADIO COORDINATES WITH OTHER OFFICES WRITES REGULATIONS PREPARES CORRESPONDENCE	CONDUCTS INTERVIEWS PREPARES SUMMARIES TRANSLATES GERMAN DEBRIEFING SOURCES KEEPS BOOKS DRIVES TRUCK MAINTAINS AIR CONDITIONING EVALUATES SIGNIFICANCE OF DATA	OFFICE OF PERSONNEL MAY 15 3 14 PM '56 MAIL ROOM
f. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.			
DESCRIPTIVE RATING NUMBER	1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY 2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY 3 - PERFORMS THIS DUTY ACCEPTABLY 4 - PERFORMS THIS DUTY IN A COMPETENT MANNER 5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB.	6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS 7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY	
SPECIFIC DUTY NO. 1 Processing and dissemination of field information reports	RATING NUMBER 4	SPECIFIC DUTY NO. 4 Preparation of correspondence to the field	RATING NUMBER 3
SPECIFIC DUTY NO. 2 Handling of project outlines and renewals and other administrative details	RATING NUMBER 4	SPECIFIC DUTY NO. 3	RATING NUMBER
SPECIFIC DUTY NO. 3 Providing operational support to the station	RATING NUMBER 3	SPECIFIC DUTY NO. 6	RATING NUMBER
3. NARRATIVE DESCRIPTION OF MEMBER OF JOB PERFORMANCE			
DIRECTIONS: Stress strengths and weaknesses, particularly those which affect development on present job.			
A large portion of Mr. Wigren's time is taken up with the processing of field information reports and the handling of administrative aspects of various FI projects, both of which he performs efficiently, although he ^{occasionally} requires supervision to ensure the prompt completion of project details. In the area of operational support for the field, which includes providing the station with requirements, with name traces, operational appraisal and operational guidance, Mr. Wigren performs acceptably but occasionally shows a lack of initiative and originality of ideas such as would be required to raise the rating in this category. As regards preparation of correspondence for the field, Mr. Wigren here again performs acceptably, but occasionally shows of a lack of observance and attention to detail.			
SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION			
DIRECTIONS: Take into account here everything you know about the individual...productivity, conduct in the job, pertinent personal characteristics or habits, special defects or talents...and how he fits in with your team. Compare him with others doing similar work of about the same level.			
4 RATING NUMBER	1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED 2 - OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW 3 - A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION 4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION 5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS 6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION 7 - EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION		
IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO. IF YES, EXPLAIN FULLY:			
Although this question has been answered in the negative, it is believed that Mr. Wigren's performance would be rated higher in a position involving more research-type work.			

SECRET

(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the OI no later than 30 days after the due date indicated in item 8 of Section E below.

SECTION E.

GENERAL

1. NAME (Last) Wigran	(First) Leo	(Middle) H.	2. DATE OF BIRTH 1 Dec. 1923	3. SEX M.	4. SERVICE DESIGNATION ST
5. OFFICE DIVISION BRANCH OF ASSIGNMENT DEP/NE			6. OFFICIAL POSITION TITLE Area Ops Officer		
7. GRADE GS 11	8. DATE REPORT DUE IN OF 19 March 1956	9. PERIOD COVERED BY THIS REPORT (Inclusive dates) 19 March 55 - 19 March 56			
10. TYPE OF REPORT (Check one)		REASSIGNMENT-SUPERVISOR		SPECIAL (Specify)	
<input checked="" type="checkbox"/> ANNUAL		<input type="checkbox"/>		<input type="checkbox"/>	

SECTION F.

CERTIFICATION

1. FOR THE WAGER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED

A. THIS DATE 2 May 1956	OF SUPERVISOR	C. SUPERVISOR'S OFFICIAL TITLE Chief Swedish Desk W6-1
2. FOR THE REVIEWING OFFICER		NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.
A. THIS DATE 4 May 56	B. TYPED OR PRINTED OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL Branch Chief

SECTION G.

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.

RATING NUMBER	1	ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
	2	HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
	3	MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES
	4	READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES
	5	WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING
	6	ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL
	7	AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES

2. SUPERVISORY POTENTIAL

DIRECTIONS: Answer this question: Has this person the ability to be a supervisor? Yes No If your answer is YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.

DESCRIPTIVE RATING NUMBER	0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION
1	BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION
2	BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION
3	BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION

ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION
	2	A GROUP DOING THE BASIC JOB (truck drivers, stenographers, technicians or professional specialists of various kinds) WHERE CONTACT WITH IMMEDIATE SUBORDINATES IS FREQUENT (First line supervisor)
	1	A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)
	1	A GROUP, WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)
	1	WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT
	1	WHEN IMMEDIATE SUBORDINATE'S ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION
	2	WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX
		OTHER (Specify)

SECRET

(When Filled In)

3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE NAMED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION 12

4. COMMENTS CONCERNING POTENTIAL ~~CLASS OF PERSONNEL~~

In the opinion of the rater, Mr. Wigren does not display quite the degree of initiative, originality of ideas, and attention to details required for assuming greater responsibility, although he is believed to be of better than average intelligence. PH '56

SECTION H. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Sx Within the next twelve months Subject may be considered for an overseas assignment. It is believed that such an assignment may be beneficial in giving Mr. Wigren broader experience which may serve to increase his potential to the Agency.

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS

Subject is desirous of having overseas duty. Should he be assigned to an overseas post, it is believed that this duty may provide him with the necessary stimulus to bring out latent potential in addition to broadening his experience. Should an overseas tour not result in an increase in potential, particularly as regards initiative and ability to think originally, it is recommended consideration be given to employing Subject in a research-type job.

SECTION I. DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

- X - HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL
- 1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE
- 2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
- 3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
- 4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
- 5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
4	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	3	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	3	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
3	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	3	12. SHOWS ORIGINALITY	3	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
3	3. HAS INITIATIVE	3	13. ACCEPTS RESPONSIBILITIES	4	23. IS THOUGHTFUL OF OTHERS
3	4. IS ANALYTIC IN HIS THINKING	3	14. ADMITS HIS ERRORS	4	24. WORKS WELL UNDER PRESSURE
2	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	3	15. RESPONDS WELL TO SUPERVISION	3	25. DISPLAYS JUDGEMENT
3	6. KNOWS WHEN TO SEEK ASSISTANCE	3	16. DOES HIS JOB WITHOUT STRONG SUPPLIES	4	26. IS SECURITY CONSCIOUS
4	7. CAN GET ALONG WITH PEOPLE	2	17. COMES UP WITH SOLUTIONS TO PROBLEMS	3	27. IS VERSATILE
4	8. HAS MEMORY FOR FACTS	2	18. IS OBSERVANT	4	28. HIS CRITICISM IS CONSTRUCTIVE
3	9. GETS THINGS DONE	3	19. THINKS CLEARLY	4	29. FACILITATES SMOOTH OPERATION OF HIS OFFICE
3	10. CAN COPE WITH EMERGENCIES	3	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS	2	30. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION

SECRET
SECURITY INFORMATION

PERSONNEL EVALUATION REPORT				BY	DATE
				<i>[Signature]</i>	12.13
<i>Items 1 through 6 will be completed by Administrative or Personnel Officer</i>					
1. NAME (Last)		2. GRADE		3. POSITION (FIELD)	
WIGREN, Lee H.		GS-9		IO (FI) CD-FI	
4. OFFICE		5. STAFF OR DIVISION		6. BRANCH	
DDP/FI		Staff C		Soviet Intel. Pr.	
7. PERIOD COVERED BY REPORT		8. TYPE OF REPORT			
From 19 Mar. 53 To 18 Mar. 54		<input type="checkbox"/> Initial <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Special <input type="checkbox"/> Reassignment <input type="checkbox"/> Reassignment of Supervisor			
<i>Items 7 through 10 will be completed by the person evaluated</i>					
7. LIST YOUR MAJOR DUTIES IN APPROXIMATE ORDER OF IMPORTANCE, WITH A BRIEF DESCRIPTION OF EACH. OMIT MINOR DUTIES.					
1. Conduct continuing examination of structure and operational methods of Soviet Satellite intelligence services. Maintain files and records pertinent to this examination. 2. Assist personnel of country desks in matters involving Satellite services. Advise and aid CS personnel of Satellite country desks. 3. Conduct research on problem of relationships between Soviet intelligence services and those of the Soviet satellites. Publish studies pertinent to this subject. 4. Prepare analyses of special counterespionage problems for use in the field, headquarters and training. 5. Prepare counterespionage studies dealing with specific areas (eg:) and based on systematic analyses of espionage cases in those areas. 6. Perform special tasks as assigned.					
8. IN WHAT AREA OF WORK ARE YOU PRIMARILY INTERESTED?					
CR, Research and Analysis.					
9. IF DIFFERENT FROM YOUR PRESENT JOB, EXPLAIN YOUR QUALIFICATIONS (APTITUDE, KNOWLEDGE, SKILLS).					
10.					
1 October 1954			<i>[Signature]</i>		
DATE			SIGNATURE		
<i>Items 11 through 13 will be completed by Supervisor</i>					
11. BRIEFLY DESCRIBE THIS PERSON'S PERFORMANCE ON THE MAJOR DUTIES LISTED UNDER ITEM 7 ABOVE.					
<p><i>He has been for several years a one man orchestra, viz. list of duties above.</i></p>					

SECRET -- OF PERSONNEL

SECURITY INFORMATION

OCT 9 8 52 AM '54

12. IN WHAT RESPECT IS THIS PERSON'S PERFORMANCE ON PRESENT JOB MOST NOTICED AS GOOD OR OUTSTANDING?

doing about ^{ALL} ~~THE~~ ^{REQ'S} one man can do on a difficult job

13. ON WHAT ASPECT OF PERFORMANCE SHOULD THIS PERSON CONCENTRATE EFFORT FOR SELF IMPROVEMENT?

is growing with job

14. COMMENT ON THIS PERSON'S ABILITY TO HANDLE GREATER RESPONSIBILITIES NOW OR IN THE FUTURE.

very good potential in research in satellite field

15. ARE THERE OTHER DUTIES WHICH BETTER SUIT THIS PERSON'S QUALIFICATIONS? (Recommend appropriate reassignment, if possible.)

I do not think so

16. WHAT TRAINING OR ROTATION DO YOU RECOMMEND FOR THIS PERSON?

training completed - rotation as desired in line with background

17. IF PERFORMANCE DURING REPORT PERIOD HAS BEEN UNSATISFACTORY, THERE IS ATTACHED COPY OF MEMORANDUM NOTIFYING THIS PERSON OF UNSATISFACTORY PERFORMANCE.

na

18. THIS PERSONNEL EVALUATION REPORT HAS BEEN DISCUSSED WITH THE PERSON EVALUATED. ADDITIONAL COMMENTS INCLUDING COMMENT ON ITEMS 7, 8 AND 9, ARE SHOWN BELOW UNDER ITEM 20.

4 OCT 15 4

DATE

19. I HAVE REVIEWED THE ABOVE REPORT. (Comments, if any, are shown in it)

5 OCT 54

DATE

[Signature box]

SIGNATURE OF REVIEWING OFFICIAL

20. COMMENTS: (If necessary, may be continued on reverse side of cover sheet.)

SECRET

PERSONNEL EVALUATION REPORT

Items 1 through 6 will be completed by Administrative or Personnel Officer

1. NAME (LAST) WILSON	(FIRST) LEE	(MIDDLE) H	2. GRADE GS-7	3. POSITION TITLE INTELL. OFF.
4. OFFICE D-P	STAFF OR DIVISION PI	BRANCH SECY C-CE	<input checked="" type="checkbox"/> DEPT'L.	<input type="checkbox"/> FIELD. SPECIFY STATION.
5. PERIOD COVERED BY REPORT From 4-10-52 To 4-10-53		6. TYPE OF REPORT <input type="checkbox"/> Initial <input type="checkbox"/> Reassignment <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Reassignment of Supervisor		

Items 7 through 10 will be completed by the person evaluated

7. LIST YOUR MAJOR DUTIES IN APPROXIMATE ORDER OF IMPORTANCE, WITH A BRIEF DESCRIPTION OF EACH. OMIT MINOR DUTIES.
- Under general supervision, examine the structure and operational methods of Soviet intelligence services, and prepare studies based on this examination.
 - Conduct research to determine current relationships between Soviet intelligence services and those of the Soviet satellite countries.
 - Prepare analyses of special counterespionage problems for use in the field, headquarters, and training.
 - Prepare counterespionage studies dealing with specific areas, and based on systematic analyses of espionage cases in those areas.
 - Assist in the review of Country Plans from the counterespionage viewpoint.

8. LIST COURSES OF INSTRUCTION COMPLETED DURING REPORT PERIOD.

Name of Course	Location	Length of Course	Date Completed
The following courses were completed during the period April to July 1951, and have not been previously reported:			
1. Basic Orientation Course; 2. Basic Intelligence Course; 3. Operations Course; and 4. Advanced Operations Course.			

9. IN WHAT TYPE OF WORK ARE YOU PRIMARILY INTERESTED? **Research, analysis, and support -- all mainly in the field of counterespionage.**

IF DIFFERENT FROM YOUR PRESENT JOB, EXPLAIN YOUR QUALIFICATIONS (APTITUDE, KNOWLEDGE, SKILLS).

10. 21 April 1953 DATE *Lee H. Wilson* SIGNATURE

Items 11 through 18 will be completed by Supervisor

11. BRIEFLY DESCRIBE THIS PERSON'S PERFORMANCE ON THE MAJOR DUTIES LISTED UNDER ITEM 7 ABOVE.

Highly satisfactory. Has displayed conspicuous good judgment, accuracy, and cooperation.

SECRET
SECURITY INFORMATION

12. IN WHAT RESPECT IS THIS PERSON'S PERFORMANCE ON PRESENT JOB MOST NOTICEABLY GOOD OR OUTSTANDING?

Judgment.

13. ON WHAT ASPECT OF PERFORMANCE SHOULD THIS PERSON CONCENTRATE EFFORT FOR SELF IMPROVEMENT?

In college of Soviet Intelligence, particularly operational analysis, for which he has shown a special aptitude.

14. COMMENT ON THIS PERSON'S ABILITY TO HANDLE GREATER RESPONSIBILITIES NOW OR IN THE FUTURE.

Should be given by top executive and eventual leadership.

15. ARE THERE OTHER DUTIES WHICH BETTER SUIT THIS PERSON'S QUALIFICATIONS? (Recommend appropriate reassignment, if possible.)

No.

16. WHAT TRAINING OR ROTATION DO YOU RECOMMEND FOR THIS PERSON?

Training abroad. Eventual operational experience, preferably in command area, desirable.

17. IF PERFORMANCE DURING REPORT PERIOD HAS BEEN UNSATISFACTORY, THERE IS ATTACHED COPY OF MEMORANDUM NOTIFYING THIS PERSON OF UNSATISFACTORY PERFORMANCE.

18. THIS PERSONNEL EVALUATION REPORT HAS BEEN DISCUSSED WITH THE PERSON EVALUATED. ADDITIONAL COMMENTS, INCLUDING COMMENT ON ITEMS 7, 8 AND 9, ARE SHOWN BELOW UNDER ITEM 20.

DATE

21 Apr. 1953

19. I HAVE REVIEWED THE ABOVE REPORT. (Comments, if any, are shown in

DATE

21 Apr '53

SIGNATURE OF REVIEWING OFFICIAL

20. COMMENTS: (If necessary, may be continued on reverse side of cover sheet.)

*Noted - 28 Apr 53
AC/1/53*

SECRET

CONFIDENTIAL
(When filled in)

TRAINING REPORT
MANAGEMENT FOR EQUALITY OF OPPORTUNITY (MFO)

Student: Lee H. Wigren

Dates: 12-14 Sept 1977

Employee No.: 006198

Office: DDO/CI

Service Designation: D

COURSE DESCRIPTION

The course is designed especially for people in managerial and supervisory positions. It is based upon the assumption that the Agency's ability to promote full utilization of all employees regardless of race, color, sex, religion, national origin, or age, depends upon the awareness and behavior of managerial/supervisory personnel. They have a critical role in making the decisions necessary to eliminate real or apparent discrimination and to promote productive work relations among employees who differ in race, sex, or culture. In fact managerial awareness and decisions have a great impact on the recommendations and efforts of EEO, EEP, Upward Mobility and other employees concerned with compliance and affirmative action.

OBJECTIVES

Through lectures, readings, films, group discussion, workshop exercises, and case studies, each supervisor, at the conclusion of the course, should be able to:

- 1) Identify some of the more prominent patterns of discrimination and describe their impact upon supervisory processes;
- 2) Have had the opportunity or been able to critically evaluate his or her own attitudes towards equality of opportunity;
- 3) Better contribute to the effective utilization of all employees by being aware of and sensitive to several creditable approaches to management behavior and actions;
- 4) Explain the historical background which gave rise to today's Equal Employment Opportunity Programs;
- 5) Articulate the Agency's progress in Equal Employment Opportunity Programs;
- 6) Describe what efforts the Agency is making to be fair to all employees, including describing such programs as the Upward Mobility Program, Federal Women's Program and the Hispanic Program;
- 7) Be responsive to the complaint process and know what he or she, as a supervisor, should do when faced with a complaint from an employee; and
- 8) Articulate the significance and importance of major legislation, executive orders and internal CIA policies which affect the management of Equality Opportunity Programs.

CONFIDENTIAL
(When filled in)

CONFIDENTIAL
(When filled in)

ACHIEVEMENT RECORD

This is a certificate of attendance only. No attempt was made to evaluate student achievement in this course.

FOR THE DIRECTOR OF TRAINING:

[Redacted Signature]

Course Coordinator

26 SEP 1977

Date

CONFIDENTIAL
(When filled in)

CONFIDENTIAL

MEMORANDUM FOR: Lee H. Wigren

SUBJECT : Acknowledgment of Evaluation Board Functional Category

REFERENCE : Evaluation Board Precepts for Your Grade

1. Based upon an examination of your past assignments and duties, and after considering likely future assignments, you have been placed (subject to your signature below) in the functional category BAA for Evaluation Board purposes. Precise definitions of this category are contained in the Evaluation Board precepts for your grade. This placement is made in order that your performance, growth potential, and career planning may be judged against officers similarly placed professionally. YOU ARE URGED TO STUDY THE PRECEPTS AND CONSIDER YOUR OWN CASE CAREFULLY.

2. In general, you should consider the following:
 - a. Categories are sharply defined. Competition is within categories, not between them. Thus, a weak B/OG performance is not strengthened by reclassifying it as B/OS.
 - b. A change in category after sustained performance in a different category may cause a temporary loss of momentum in your career advancement until you have demonstrated proficiency in your new assignment.
 - c. A category change should not be initiated for the period of a temporary, training or rotational assignment unless a permanent change of career track will follow.

3. If you believe that this is not the correct category for you because the substantive nature of your job more closely approximates another category or because you have made a permanent change of career track, please take the matter up through your command channel to secure the concurrence of your component of assignment or of your home base component, as appropriate, to a change of your category. Previously assigned and acknowledged categories will remain in effect until a fully executed acknowledgment of change is received by the Career Management Staff.

4. Please sign and date this notification in the space provided and return it to your Personnel Evaluation and Management Officer or to your Personnel Officer.

ACKNOWLEDGED:

Lee H. Wigren
Signature of Addressee

11 April 1977
Date

CONFIDENTIAL

SECRET

9 FEB
1977

MEMORANDUM FOR: Lee H. Wigren
FROM :
 Chief, CI/R&A
SUBJECT : Letter of Instructions

1. The following letter of instructions is provided to outline your functions as Special Assistant to the Chief, CI Staff Research and Analysis Group.

2. The objectives of CI/R&A are:

a. To provide current and relevant counterintelligence support to operations being conducted by CI Staff and the operating divisions in the interests of furthering intelligence collection and preventing the frustration of our operations by adversary intelligence services.

b. To conduct research and analyze information to facilitate the detection of the efforts of adversary intelligence services to penetrate the US and friendly foreign governments.

3. Your functions as Special Assistant to Chief, CI Staff Research and Analysis Group are as follows:

a. Select information and research and analysis products of CIA, other agencies, and liaison services for publication by the CI Staff as CI guidance and references.

b. Initiate and supervise the conduct of CI research and analysis by assigned personnel for publication by the CI Staff.

c. Establish and implement publication procedures, including editing, rewriting, organizing, sanitizing, classifying, setting up dissemination channels and

E2 IMPDET
CL BY 012208

SECRET

SECRET

-2-

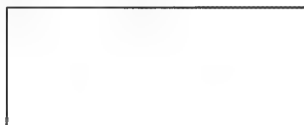
controls, and monitoring printing processes for CI Staff publications.

d. Initiate and coordinate the distribution of CI Staff publications as appropriate within the Agency, to other US government agencies, and to liaison services.

e. Maintain a record of CI Staff publications, including recipients, dates of distribution, responses and comments, related correspondence, and other pertinent information.

f. Conduct liaison with other government agencies and foreign intelligence services to promote the collection and dissemination of CI information.

g. Collect and maintain a library of past and present classified CI publications available from all sources for ready reference and consultation.



I have read and understand this letter of instructions.

Lee H. Wigren
Lee H. Wigren

9 February 1977
Date

Distribution:

Orig - Addressee

2 - CI/Personnel ✓

1 - C/CI/R&A

SECRET

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Transactions and Records Branch **FILE PUNCHED BY** Section

SERIAL NO.

0000198

NAME

LAST: **WILGREN** FIRST: **LEE** MIDDLE:

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 2 - CORRECTION 3 - CANCELLATION				

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
10	24	75	11	02	75	2 - TDY (Basic) 4 - CORRECTION 5 - CANCELLATION	2		EUROPE	801

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

<input checked="" type="checkbox"/> TRAVEL VOUCHER	DISPATCH
<input type="checkbox"/> CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	

DOCUMENT IDENTIFICATION NO. **CI-31-76** DOCUMENT DATE/PERIOD **OCT 24 - NOV 2 - 75**

REMARKS

PREPARED BY: **OCO** REPORT ANNOTATED ON CONTROL DOCUMENT: ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED:

C & L DIVISION, CIBR. DATE: SIGNATURE: *W. Stein*

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER



NAVAL INVESTIGATIVE SERVICE
 HOFFMAN BUILDING
 7461 LISIENOWA AVENUE
 ALEXANDRIA, VIRGINIA 22304

SECRET

REF ID: A66000
 NIS-22E/skc
 3870
 Ser S- 3460
 19 November 1975

SECRET

From: Director, Naval Investigative Service
 To: Director of Central Intelligence

Subj: Counterintelligence/Counterespionage Training (U)

1. (S) During the period 20 October through 23 October 1975, twenty-seven Special Agents of this Service attended an intensive, comprehensive course of instruction regarding counterintelligence techniques as applied overseas, the instructors and facilities for which were graciously provided by your Agency. As in past matters of this nature, Mr. William M. Decker, Mr. Sajeed Trabulsi, and the other dedicated members of your staff provided support and coordination truly unsurpassed in excellence. Both Mr. Decker and Mr. Trabulsi consistently devoted time and effort far beyond that which could normally be expected in order to ensure the highest quality of instruction and assistance.

2. (S) In addition to excellent administrative support, the caliber of instructors and content of the material discussed combined to make every presentation a significant and meaningful experience for the students concerned. Although it was evident that all instructors were highly motivated and fully conversant regarding their respective subjects, I wish to particularly cite those individuals who contributed generous amounts of their valuable time and extensive knowledge toward the improvement of the Naval Investigative Service counterintelligence posture overseas. Those gentlemen are:

Mr. Lee Wigren
 Mr. Joseph Flaherty
 Mr. John Bogart
 Mr. Peter Ernest
 Mr. Charles Beling
 Mr. Edward Andrews

3. (U) I again wish to extend my most sincere appreciation for a job well done.

Copy to:
 Chief, CI Staff



Classification: SECRET
 Subject: Counterintelligence Training
 Date of Review: 1975

SECRET



NAVAL INVESTIGATIVE SERVICE
 HOFFMAN BUILDING
 2461 EISENHOWER AVENUE
 ALEXANDRIA, VIRGINIA 22331

SECRET

IN REPLY REFER TO
 NTS-228/akc
 3870
 Ser S-3460
 19 November 1975

SECRET

From: Director, Naval Investigative Service
 To: Director of Central Intelligence

Executive Registry
 175-57406/1

Subj: Counterintelligence/Counterespionage Training (U)

75-6524

1. (S) During the period 20 October through 28 October 1975, twenty-seven Special Agents of this Service attended an intensive, comprehensive course of instruction regarding counterintelligence techniques as applied overseas, the instructors and facilities for which were graciously provided by your Agency. As in past matters of this nature, Mr. William M. Decker, Mr. Nageeb Trabulsi, and the other dedicated members of your staff, provided support and coordination truly unsurpassed in excellence. Both Mr. Decker and Mr. Trabulsi consistently devoted time and effort far beyond that which could normally be expected in order to ensure the highest quality of instruction and assistance.

2. (S) In addition to excellent administrative support, the caliber of instructors and content of the material discussed combined to make every presentation a significant and meaningful experience for the students concerned. Although it was evident that all instructors were highly motivated and fully conversant regarding their respective subjects, I wish to particularly cite those individuals who contributed generous amounts of their valuable time and extensive knowledge toward the improvement of the Naval Investigative Service counterintelligence posture overseas. Those gentlemen are:

- Mr. Lee Wigren
- Mr. Joseph Flaherty
- Mr. John Bogart
- Mr. Peter Ernest
- Mr. Charles Beling
- Mr. Edward Andrews

3. (U) I again wish to extend my most sincere appreciation for a job well done.

Barnett Martin
 BARNETT MARTIN

Copy to:
 Chief, CI Staff



Classified by SECRET
 Exempt from automatic
 downgrading and
 declassification
 Authority: 1753

SECRET

2177
1-1

QUALIFICATIONS UPDATE

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING. TYPE OR PRINT. AVOID USING LIGHT COLORED INKS

Note that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 444, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-43 Headquarters, whether information is added or not. Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.

SECTION I BIOGRAPHIC AND POSITION DATA

EMP. SER. NO.	NAME (Last-First-Middle)	DATE OF BIRTH
006198	WIGREN, LEE H.	12/01/23 / 12 / D

SECTION II EDUCATION

LAST HIGH SCHOOL ATTENDED	ADDRESS (City, State, Country)	YEARS ATTENDED (From-To)	GRADUATE <input type="checkbox"/> YES <input type="checkbox"/> NO
---------------------------	--------------------------------	--------------------------	--

COLLEGE OR UNIVERSITY STUDY

NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		YEARS ATTENDED FROM-TO	DEGREE RECEIVED	YEAR RECEIVED	NO. SEM/STR. NOS. (Specify)
	MAJOR	MINOR				
1.						
2.						

IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.

TRACE, COMMERCIAL AND SPECIALIZED SCHOOLS

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS

OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS
1.				
2.				

SECTION III MARITAL STATUS

1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) SPECIFY:					
2. NAME OF SPOUSE (Last)		(First)		(Middle)	
3. DATE OF BIRTH		4. PLACE OF BIRTH (City, State, Country)			
5. OCCUPATION		6. PRESENT EMPLOYER			
7. CITIZENSHIP		8. OTHER CITIZENSHIP(S) COUNTRY(IES)		9. DATE U.S. CITIZENSHIP ACQUIRED	

SECTION IV DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE

NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS
1. <input type="checkbox"/> ADD <input type="checkbox"/> DELETE				
2. <input type="checkbox"/> ADD <input type="checkbox"/> DELETE				

SECRET
(When Filled In)

SECTION V GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL

NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	KNOWLEDGE ACQUIRED BY (CHECK ONE)			
				PROF. SERVICE	TRAVEL	STUDY	WORK ASSIGNMENT
	601 10	12 03 70					

SECTION VI TYPING AND STENOGRAPHIC SKILLS

1. TYPING (RPM) 2. SHORTHAND (RPM) 3. INDICATE SHORTHAND SYSTEM USED (CHECK ONE) APPROPRIATE ITEM

GYMG SPEEDWRITING STENOGRAPHY OTHER SPECIFY:

SECTION VII SPECIAL QUALIFICATIONS

PROVIDE INFORMATION ON HOBBIES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED.

SECTION VIII MILITARY SERVICE

CURRENT DRAFT STATUS

1. HAS YOUR DEFERRED SERVICE CLASSIFICATION CHANGED? YES NO

2. NEW CLASSIFICATION

3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS

4. IF DEFERRED, GIVE REASON

MILITARY RESERVE, NATIONAL GUARD STATUS

CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG

ARMY MARINE CORPS COAST GUARD NATIONAL GUARD

NAVY AIR FORCE AIR NATIONAL GUARD

1. CURRENT RANK, GRADE OR RATE 2. DATE OF APPOINTMENT IN CURRENT RANK 3. EXPIRATION DATE OF CURRENT OBLIGATION

4. CHECK CURRENT RESERVE CATEGORY READY RESERVE STANDBY (active) STANDBY (inactive) RETIRED DISCHARGED

5. MILITARY MOBILIZATION ASSIGNMENT 6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED

MILITARY SCHOOLS COMPLETED (Listed Active, Reserve Duty, or as Civilian)

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	DATE COMPLETED

SECTION IX PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS

NAME AND CHAPTER	ADDRESS (Number, Street, City, State, Country)	DATE OF MEMBERSHIP	
		FROM	TO

SECTION X REMARKS

DATE: 15 October 70

SIGNATURE OF EMPLOYEE: [Signature]

SECRET

~~CONFIDENTIAL~~ SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO. 1-6 006198	NAME		
	LAST (F/IR/IS) WICKEN	FIRST 7-24 LCC	MIDDLE H.

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	O/P USE ONLY	COUNTRY
MONTH	DAY	YEAR	MONTH	DAY	YEAR			
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 8 - CANCELLATION	37	38 39

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	O/P USE ONLY	AREA(S)
MONTH	DAY	YEAR	MONTH	DAY	YEAR			
1	10	77	2	11	73	2 - TDY (Basic) 4 - CORRECTION 8 - CANCELLATION	37	38 39

SUBJECT TO PERSONNEL CONTROL DIVISION OFFICE OF PERSONNEL USE ONLY - PUNCH AREA
OF E. O. 11652, AUTOMATICALLY DECLASSIFIED BY
AND IS NOT TO BE RELEASED OR DISSEMINATED OUTSIDE

31 DEC 77

(Insert date or event)

CLASSIFIED BY 145377

SOURCE DOCUMENT AND CERTIFICATION

<input checked="" type="checkbox"/> TRAVEL VOUCHER	DISPATCH
CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	

DOCUMENT IDENTIFICATION NO. CI 54-73	DOCUMENT DATE/PERIOD
---	----------------------

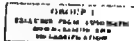
REMARKS

PREPARED BY OCB <input checked="" type="checkbox"/> C & I DIVISION, CTBB. C & I DIVISION	REPORT ANNOTATED ON CONTROL DOCUMENT DATE 30 JUN 73	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED SIGNATURE Ainda Pollock
---	---	--

THIS IS THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

~~CONFIDENTIAL~~

SECRET



MEMORANDUM FOR: Official Personnel File

SUBJECT : Wigren, Lee H.

1. Studies in Intelligence is the Agency's quarterly professional journal. It publishes a wide variety of unique material—historical, analytical, technical, etc.—on all aspects of intelligence both as a profession and as a function of national security and foreign policy. Employees whose writings are accepted for publication make a valuable contribution to the Agency's work which ought to be reflected in their official files.

2. Accordingly, the Board of Editors wishes to record the fact that Studies in Intelligence has published the following material submitted by Mr. Wigren:

Book Reviews: "Spy Ring" - Vol. V, No. 4 (Fall 1961)
"Soviet Spy Ring" - Vol. VI, No. 2 (Spring 1962)

Hugh J. Cunningham
HUGH T. CUNNINGHAM
Chairman, Board of Editors
Studies in Intelligence

Distribution:

8 - Subject's Official File
1 - CI/Pers

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO. 1-6 006198	LAST (Print) Wigren		FIRST 7-24 Lee	MIDDLE
	NAME			

INSTRUCTIONS
USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED.

ARRIVAL O/S						DEPARTURE O/S			TYPE OF DATA			O/P USE ONLY		COUNTRY	
MONTH	DAY	YEAR	MONTH	DAY	YEAR				CODE						
25-26	27-28	29-30	31-32	33-34	35-36				37	38	39	CODE 40-42			

ARRIVAL O/S						DEPARTURE O/S			TYPE OF DATA			O/P USE ONLY		AREA(S)			
MONTH	DAY	YEAR	MONTH	DAY	YEAR				CODE								
25-26	27-28	29-30	31-32	33-34	35-36				37	38	39	CODE 40-42					
0	5	3	0	7	2	0	6	0	5	7	2	2		Ottawa Winnipeg	1	2	0

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION	
<input checked="" type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	

DOCUMENT IDENTIFICATION NO. CI 121-72	DOCUMENT DATE/PERIOD 30 May - 5 June 1972
REMARKS	

PREPARED BY DCC C & L DIVISION, CTBR.	<input checked="" type="checkbox"/> REPORT ANNOTATED ON CONTROL DOCUMENT	DATE 22 August 1972	SIGNATURE	ABOVE DATA CERTIFIED CORRECT BASED UPON SOURCE DOCUMENT CITED
---	--	------------------------	-----------	---

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

SECRET

FORM 1451-3 PREVIOUS EDITIONS

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

FILE
PUNCHED
DI

TO: Office of Personnel, Transactions and Records Branch, Status Section

SERIAL NO. 006198
NAME: LAST (Print) Witten, FIRST 7-24, MIDDLE H., SURNAME Lee

INSTRUCTIONS: USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 98, REVISED.

ARRIVAL O/S						DEPARTURE O/S			TYPE OF DATA			O/P USE ONLY			COUNTRY		CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR	1 - PCS (Basic)	2 - CORRECTION	3 - CANCELLATION	37	38	39					40-42	
25-26	27-28	29-30															

ARRIVAL O/S						DEPARTURE O/S			TYPE OF DATA			O/P USE ONLY			AREAS		CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR	2 - TDY (Basic)	4 - CORRECTION	6 - CANCELLATION	37	38	39					811	
06	23	71	06	27	71				2								

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

TRAVEL VOUCHER
 CABLE
 OTHER (Specify)
 DISPATCH
 DUTY STATUS OR TIME AND ATTENDANCE REPORT
 DOCUMENT IDENTIFICATION NO. _____ DOCUMENT DATE/PERIOD _____

REMARKS

PREPARED BY: [Redacted] DATE: 26 July 71
 REPORT ANNOTATED OR CONTROL DOCUMENT: [Redacted]
 DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC
DOWNGRADING AND
DECLASSIFICATION

(4-10)

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

**FILE
PUNCHED
BY S**

TO: Office of Personnel, Transactions and Records Branch, Status Section

SERIAL NO. **NAME**

1-6
006198 *(Print)* **Wigren, Leo H.**

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 98, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-12	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	37			40-42

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	37	38 39		40-42
07	08	70	07	13	70		2		WII	811

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

<input checked="" type="checkbox"/> TRAVEL VOUCHER	DISPATCH
CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	

DOCUMENT IDENTIFICATION NO. **DOCUMENT DATE/PERIOD**
7/8/70 to 7/15/70

REMARKS

PREPARED BY	REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
DCO		
<input checked="" type="checkbox"/> C & L DIVISION, CT88.	DATE	
C & T DIVISION	9/9/70	

THIS REPORT WILL BE FILED IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

SECRET
(When Filled In)

OS 13 D

QUALIFICATIONS UPDATE

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING. TYPE OR PRINT, AVOID USING LIGHT COLORED INKS

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 441, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not. Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.

SECTION I BIOGRAPHIC AND POSITION DATA

EMP. SER. NO. 006108	NAME (Last-First-Middle) WIGREN, Lee H.	DATE OF BIRTH 12/01/23
-------------------------	--	---------------------------

SECTION II EDUCATION - HIGH SCHOOL

LAST HIGH SCHOOL ATTENDED	ADDRESS (City, State, Country)	YEARS ATTENDED (From-To)	GRADUATE <input type="checkbox"/> YES <input type="checkbox"/> NO
---------------------------	--------------------------------	--------------------------	--

COLLEGE OR UNIVERSITY STUDY

NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		YEARS ATTENDED FROM-TO	DEGREE RECEIVED	YEAR RECEIVED	NO. SEM/STR. HRS. (Specify)
	MAJOR	MINOR				
1.						
2.						

IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.

TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS

OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS
1.				
2.				

SECTION III MARITAL STATUS

1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled Remarried) SPECIFY:			
2. NAME OF SPOUSE (Last)	(First)	(Middle)	(maiden)
3. DATE OF BIRTH	4. PLACE OF BIRTH (City, State, Country)		
5. OCCUPATION	6. PRESENT EMPLOYER		
7. CITIZENSHIP	8. FORMER CITIZENSHIP(S) COUNTRY(IES)	9. DATE U.S. CITIZENSHIP ACQUIRED	

SECTION IV DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE

	NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS
1.	<input type="checkbox"/> ADD <input type="checkbox"/> DELETE				
2.	<input type="checkbox"/> ADD <input type="checkbox"/> DELETE				

FORM 444b
7-68

SECRET

GROUP 1
Excluded from automatic
downgrading and
declassification
(4-51)

SECRET
(When Filled In)

SECTION V GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL							
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	KNOWLEDGE ACQUIRED BY -- CHECK (X)			
				SELF-DEFENSE	TRAVEL	STUDY	WORK ASSIGNMENT
Republic of South Africa	Security forces and General	1966	Apr 15 - 9-12 1970		X		X
SECTION VI TYPING AND STENOGRAPHIC SKILLS							
1. TYPING (Y/N) 2. SHORTHAND (M/N) 3. INDICATE SHORTHAND SYSTEM USED -- CHECK (X) APPROPRIATE ITEM OTHER SPECIFY:							
<input type="checkbox"/> GREGG <input type="checkbox"/> SPEEDWRITING <input type="checkbox"/> STENOTYPE <input type="checkbox"/> OTHER SPECIFY:							
SECTION VII SPECIAL QUALIFICATIONS							
PROVIDE INFORMATION ON HOBBIES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED							
SECTION VIII MILITARY SERVICE							
CURRENT DRAFT STATUS							
1. HAS YOUR DEFECTIVE SERVICE CLASSIFICATION CHANGED?				2. NEW CLASSIFICATION			
<input type="checkbox"/> YES <input type="checkbox"/> NO							
3. LOCAL DEFECTIVE SERVICE BOARD NUMBER AND ADDRESS				4. IF DEFERRED, GIVE REASON			
MILITARY RESERVE, NATIONAL GUARD STATUS							
CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG							
<input type="checkbox"/> ARMY		<input type="checkbox"/> MARINE CORPS		<input type="checkbox"/> COAST GUARD		<input type="checkbox"/> NATIONAL GUARD	
<input type="checkbox"/> NAVY		<input type="checkbox"/> AIR FORCE				<input type="checkbox"/> AIR NATIONAL GUARD	
1. CURRENT RANK, GRADE, OR RATE		2. DATE OF APPOINTMENT IN CURRENT RANK		3. EXPIRATION DATE OF CURRENT OBLIGATION			
4. CHECK CURRENT RESERVE CATEGORY <input type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY (active) <input type="checkbox"/> STANDBY (inactive) <input type="checkbox"/> RETIRED <input type="checkbox"/> DISCHARGED							
5. MILITARY MOBILIZATION ASSIGNMENT				6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED			
MILITARY SCHOOLS COMPLETED (Extended Active, Reserve Duty, or as Civilian)							
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		DATE COMPLETED			
SECTION IX PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS							
NAME AND CHAPTER		ADDRESS (Number, Street, City, State, Country)				DATE OF MEMBERSHIP	
						FROM TO	
1.							
2.							
3.							
SECTION X REMARKS							
DATE		SIGNATURE OF EMPLOYEE					
9 April 1970		Lee H. Wiggen					

SECRET

SECRET

ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE
FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

TO COMPLETE THIS FORM—

1

FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
- Fill in BOTH COPIES of the form. Type or use ink.
- Do not detach any part.

2

FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type):

NAME (last)	(first)	(middle)	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER
WIGREN, LEE	HEBERT		DEC 13 1923	024 16 4873
EMPLOYING DEPARTMENT OR AGENCY			LOCATION (City, State, ZIP Code)	

3

MARK AN "X" IN ONE OF THE BOXES BELOW (do NOT mark more than one):

Mark here if you WANT BOTH optional and regular insurance

(A)

ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE

I elect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.

Mark here if you DO NOT WANT OPTIONAL but do want regular insurance

(B)

DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE

I decline the \$10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least 1 year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.

Mark here if you WANT NEITHER regular nor optional insurance

(C)

WAIVER OF LIFE INSURANCE COVERAGE

I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least 1 year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the \$10,000 additional optional insurance unless I have the regular insurance.

4

SIGN AND DATE. IF YOU MARKED BOX "A" OR "C", COMPLETE THE "STATISTICAL STUB." THEN RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.

SIGNATURE (do not print)

Lee H. Wigren

DATE

19 February 1968

FOR EMPLOYING OFFICE USE ONLY

(Official receiving date stamp)

OFFICE OF PERSONNEL
FEB 20 11 17 AM '68

See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

SECRET

STANDARD FORM No. 176-T
JANUARY 1958
(for use only until April 14, 1962)
176-101

CONFIDENTIAL

(When Filled In)

Complete in duplicate. The data recorded on this form is essential in determining travel expenses allowable in connection with leave of government expense, overseas duty, return to residence upon separation, and for providing current residence and dependency information required in the event of an employee emergency. The original of this form will be filed in the employee's official personnel folder.

NAME OF EMPLOYEE (Last)	(First)	(Middle)	SOCIAL SECURITY NUMBER
WIGREN	LEE	HEBERT	024-16-4813

1. RESIDENCE DATA	
PLACE OF RESIDENCE WHEN INITIALLY EMPLOYED BY AGENCY BRIGHTON MASS	LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad) FAIRFAX VA
PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE FAIRFAX VA	HOME LEAVE RESIDENCE FAIRFAX VA

2. MARITAL STATUS (Check one)	
<input type="checkbox"/> SINGLE	<input checked="" type="checkbox"/> MARRIED
<input type="checkbox"/> SEPARATED	<input type="checkbox"/> DIVORCED
<input type="checkbox"/> WIDOWED	<input type="checkbox"/> ANNULLED
IF MARRIED, PLACE OF MARRIAGE WASHINGTON, D.C.	DATE OF MARRIAGE 27 SEPT 1952
IF DIVORCED, PLACE OF DIVORCE DECREE	DATE OF DECREE
IF WIDOWED, PLACE SPOUSE DIED	DATE SPOUSE DIED
IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)	

3. MEMBERS OF FAMILY			
NAME OF SPOUSE ALICE ELLEN (RADER) WIGREN	ADDRESS (No., Street, City, Zone, State) 10107 ALICE CT, FAIRFAX VA	TELEPHONE NO. 273-4950	
NAMES OF CHILDREN	ADDRESS	SEX	DATE OF BIRTH
- CHRISTOPHER LEE WIGREN	10107 ALICE CT, FAIRFAX VA	M	10 MAR 1957
- ERIC VICTOR WIGREN	" " " " " "	M	15 AUG 1954
NAME OF YOUR FATHER (Or male guardian) AUGUST HERMAN WIGREN	ADDRESS DECEASED	TELEPHONE NO.	
NAME OF YOUR MOTHER (Or female guardian) EVA CAROLINE WIGREN	ADDRESS 69 EARLE ST, BROCKTON MASS	TELEPHONE NO. 107-4615	
WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY.			

4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY		
NAME (Mr., Mrs., Miss) (Last-First-Middle) MR. WIGREN, RUSSELL H.	RELATIONSHIP BROTHER	
HOME ADDRESS (No., Street, City, Zone, State) 19 PONDROSA LANE EAST WALPOLE, MASS	HOME TELEPHONE NUMBER 617-MOS-1487	
BUSINESS ADDRESS (No., Street, City, Zone, State) AND NAME OF EMPLOYER, IF APPLICABLE		

IS THE INDIVIDUAL NAMED ABOVE WITHIN OF YOUR AGENCY AFFILIATION? (If "No" give name and address of organization he believes you work for.)	YES	<input checked="" type="checkbox"/>
	NO	<input type="checkbox"/>
IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF IN THE EVENT YOU ARE INCAPABLE? (If "No" give name and address of person, if any, who can make such decisions in case of emergency.)	YES	<input checked="" type="checkbox"/>
	NO	<input type="checkbox"/>
DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? (If answer is "No" explain why in item 6.)	YES	<input checked="" type="checkbox"/>
	NO	<input type="checkbox"/>

The persons named in item 3 above may also be notified in case of emergency. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE IN ITEM 6 ON THE REVERSE SIDE OF THIS FORM.

CONTINUED ON REVERSE SIDE

CURRENT RESIDENCE AND DEPENDENCY REPORT

CONFIDENTIAL

(When Filled In)

5. VOLUNTARY ENTRIES

Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.

INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.

- POTOMAC BANK & TRUST, FAIRFAX VA - checking (LIE HIGGON P.)
- COLUMBIA FEDERAL SAVINGS & TRUST WASHINGTON DC - Savings (" ")

ARE YOU A MEMBER OF THE NORTHWEST FEDERAL CREDIT UNION? YES NO

IF YES, DO YOU HAVE A JOINT ACCOUNT? YES NO

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? YES NO. (If "Yes" where is document located?)

ORIGINAL: WIFE; COPIES: RUSSELL H WIGGON & FILE IN OFFICE

HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS? YES NO. (If "Yes" give name(s) and address)

RUSSELL H. WIGGON, 11 PANDORA LANE, E. WALPOLE MASS.

HAVE YOU EXECUTED A POWER OF ATTORNEY? YES NO. (If "Yes", who possesses the power of attorney?)

6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

SIGNED AT

DATE

SIGNATURE

3 October 1966

R. H. Wiggon

CONFIDENTIAL

SECRET

11 JAN 1966

MEMORANDUM FOR: Director, Office of Training
SUBJECT : Recent Training for SELEVER/10 and
SELEVER/11 under Project SELEVER

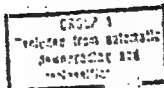
Reference: Memorandum for Director of Training -
Subject: Request for Training for SELEVER/10
and SELEVER/11 under Project SELEVER, dated
30 September 1965.

Africa Division wishes to express its appreciation for the excellent support and cooperation rendered by members of the Covert Training Staff and School of International Communism during the recent one-month training course provided for SELEVER/10 and SELEVER/11. In particular we wish to thank Mr. [redacted] of the Covert Training Staff, who not only handled the majority of the training but also spent considerable time and made a special effort with the trainees during evenings and weekends "handholding" them. We also wish to thank in particular the following members of the School of International Communism for their assistance: Messrs. [redacted]

[redacted] and Lee Wigren.

Bluma Field
Chief, Africa Division

SECRET



3 December 1959

MEMORANDUM FOR: Chief, SR

ATTENTION: Mr. Lee Wigren ✓

[Redacted]

SUBJECT: Training program for three Swiss Federal Police officers.

1. The [Redacted] of the Eastern European Division wishes to express its appreciation to SR Division for its cooperation and support, in particular for the personal contribution of four of its officers. Mr. Lee Wigren [Redacted] during the [Redacted] training program for three [Redacted]

2. Mr. Wigren's, [Redacted] and [Redacted] uniformly excellent briefings on the Soviet Intelligence Services, their legal and illegal support structures, and their modus operandi contributed significantly to what we have reason to believe was a successful training venture. To this must be added the comments of the Swiss officers who pointed out that they were most impressed by the comprehensive and systematic development of the various themes which Mr. Wigren, [Redacted] presented [Redacted] that the briefings added a good deal to their knowledge of the subject.

[Redacted]

Standard Form No. 2809
 HEALTH BENEFITS REGISTRATION FORM
 FEDERAL EMPLOYEES HEALTH BENEFITS ACT OF 1959
 (Read Instructions on back of this form. The only exemption is for local plans.)

PART A
 ALL WHO REGISTER MUST FILL IN THIS PART.

1. NAME (LAST) (FIRST) (MIDDLE INITIAL) **WIGREN Lee H.**

2. DATE OF BIRTH (Use numbers)
 MONTH DAY YEAR
12 1 1923

3. Are you now married?
 YES NO

4. YOUR MAILING ADDRESS (NUMBER AND STREET) (CITY AND ZONE NUMBER) (STATE)
15 Noda Street Fairfax, Virginia

5. SEX
 MALE FEMALE

6. Are you covered by, or is any family member listed below covered by or enrolling in, a plan under the Federal Employees Health Benefits Act of 1959 (through the enrollment of another United States or District of Columbia Government employee or annuitant)?
 YES NO

7. Place an "X" in proper box to show your annual basic salary range.
 UNDER \$4,000 \$4,000 TO \$5,000 \$5,000 TO \$9,999 \$10,000 OR OVER

PART B
 FILL IN THIS PART IF YOU WISH TO ENROLL IN A HEALTH BENEFITS PLAN.

1. I elect to enroll in a health benefits plan as shown below. I authorize deductions to be made from my salary, compensation, or annuity to cover my share of the cost of the enrollment. (Copy the information in part B below from inside cover of brochure of the plan you select.)

NAME OF PLAN: **Association Benefit Plan**

OPTION (HIGH OR LOW): **High**

ENROLLMENT CODE (NUMBER): **4 2 2**

2. In space below list all eligible family members with no exception. List your wife or husband first, then your unmarried children under age 19, including legally adopted children, and grandchildren and illegitimate children who live with you in a regular parent-child relationship. Include also any unmarried child over 19 who became disabled before age 19 and who, because of the disability, is incapable of self-support. (Attach a doctor's certificate for a disabled child age 19 or over.)

NAMES OF FAMILY MEMBERS	DATE OF BIRTH (Month, Day, Year)	DATE OF BIRTH (Month, Day, Year)
Wife or Husband: Ellen R. Wigren	8/13/1927	<input type="checkbox"/>
Christopher L. Wigren	3/10/1957	<input type="checkbox"/>
Eric V. Wigren	8/15/1959	<input type="checkbox"/>
		<input type="checkbox"/>
		<input type="checkbox"/>
		<input type="checkbox"/>

3. If you are a female (employee or annuitant)—does the family listed above include a husband who is incapable of self-support by reason of mental or physical disability which can be expected to continue for more than one year? (If answer is "Yes," attach a doctor's certificate.)
 YES NO

PART C
 FILL IN THIS PART IF YOU WISH NOT TO ENROLL OR IF YOU WISH TO CANCEL YOUR ENROLLMENT.

1. I elect not to enroll in any plan under the Health Benefits Act.

2. I elect to cancel my present enrollment under the Health Benefits Act.

3. The reason for my election is (Place an "X" in proper box):
 (a) I am covered by a plan under the Health Benefits Act through the enrollment of my husband, wife, or parent.

(b) I am covered by a health insurance plan which is not under the Health Benefits Act.

(c) Any other reason.

PART D
 FILL IN THIS PART IF YOU WISH TO CHANGE YOUR ENROLLMENT.

1. I want to change my enrollment as shown by the enrollment number and other information in Part B.

1. Enrollment code number of present plan.

2. Number of event which permits change (See table on back of this form for proper number.)

3. Date of event which permits change

MONTH	DAY	YEAR

PART E
 ALL WHO REGISTER MUST FILL IN THIS PART.

Lee H. Wigren June 24, 1960

WARNING.—Any intentional false statement in this application or willful misrepresentation relative thereto is a violation of the law punishable by a fine of not more than \$10,000 or imprisonment of not more than 5 years, or both. (18 U.S.C. 1001.)

PART F
 TO BE COMPLETED BY AGENCY.

1. NAME AND ADDRESS OF EMPLOYING OFFICE

2. DATE RECEIVED IN EMPLOYING OFFICE

3. EFFECTIVE DATE OF SELECTION

4. PAYROLL OFFICE NO.

5. PAYROLL ACTION (INITIALS AND DATE)

REMARKS
 FOR USE ONLY BY ANNUITANTS AND AGENCY.

EA

Triplicate—To Employing Office

101 08

APR 1960

SECRET
(When Filled In)

PL 4

CAREER PREFERENCE OUTLINE

This Outline, when completed, is a documented description of the individual's career interests and proposed career activities together with the comments of his supervisor and his Career Service. The original will be filed in the employee's Official Personnel Folder and will serve as a guide for future personnel actions affecting him. Implementation of career preferences must depend upon the needs of the Organization.

- CONSULT ATTACHED INSTRUCTION SHEET PRIOR TO COMPLETING THIS OUTLINE -

SECTION A. GENERAL			
1. NAME OF EMPLOYEE (Last-First-Middle)	2. DATE OF BIRTH	3. SERVICE DESIGNATION	4. GRADE
WIG-CM, Lee Hobart	1 December 1923	FI	11
5. ORGANIZATIONAL TITLE	6. POSITION TITLE	7. OCCUPATIONAL CODE	8. OFFICE OF ASSIGNMENT
RONA			FI/D

SECTION B. CAREER INTERESTS	
9. GENERAL TYPE OF ACTIVITY	
Counterintelligence (CE)	
10. SPECIFIC TYPE OF ACTIVITY (Including assignments)	
A. IMMEDIATE (Within next 1 to 2 years)	
Remain at present Division D assignment until about Spring 1962, participating in various aspects of the work of the office to which assigned, including the administrative side.	
B. LONG-RANGE (Beyond next 2 to 3 years)	
Field or headquarters assignments making use of background, interest and experience in Counterintelligence and/or area knowledge. Would welcome and seriously consider suggestions of possible future assignments.	

SECTION C. TRAINING	
11. ORGANIZATIONAL, EXTERNAL, AND ON-THE-JOB TRAINING	
A. IMMEDIATE (Within next 1 to 2 years)	
Basic Management Course; Communist Party Organization and Operations Course	
On-the-job training within the office	
Continued self-study of <input type="text"/>	
B. LONG-RANGE (Within next 3 to 5 years)	
To be planned at a later date, based on projected future assignments	

12. ADDITIONAL COMMENTS
Although I feel that my interests, experience, and training fit me best for CM type assignments, I wish to gain some breadth of experience through diversified assignments. I also believe that my <input type="text"/> area and language knowledge should be put to use at some time during my career. See Item 21

I recognize that the implementation of my career preferences must depend upon the needs of the organization. I understand that my performance, capabilities and interests will be given due consideration.	13. DATE COMPLETED	14. SIGNATURE OF EMPLOYEE
	3 March 1958	

SECRET
(When Filled In)

SECTION D. COMMENTS BY SUPERVISOR

15. RELATIVE TO CAREER INTERESTS OF EMPLOYEE

Prior to completing this Career Preference Outline, Mr. WIGGSI and I discussed his career interests and desired training. I concur with the views which he has expressed in the completed outline.

16. RELATIVE TO TRAINING FOR EMPLOYEE

See item 15.

17. TYPED OR PRINTED NAME OF SUPERVISOR

[Redacted]

18.

Chief, Special Activities Branch, FI/D 3 March 1958

SECTION E. FOR USE OF CAREER SERVICE

21. COMMENTS

Detailed Individual Career Plan approved by FI Panel
on file in FI Career Management Office. 2008 L

22. TYPED OR PRINTED NAME

[Redacted]

24. TITLE

10 14 APR 1958

LEAVE BLANK

SECRET



CENTRAL INTELLIGENCE AGENCY

WASHINGTON 25, D. C.

OFFICE OF THE DIRECTOR

20 JAN 1956

MEMORANDUM FOR: Lee H. Wigren

SUBJECT: Notification of Membership in the Career Staff

1. On behalf of the Director of Central Intelligence, it gives me pleasure to inform you that your application for membership in the Career Staff has been accepted by the CIA Selection Board. The effective date of your membership is 1 July 1954.

2. Please indicate that you have received this notification by signing in the space provided below and return it to the Head of your Career Service. He will forward it to the Executive Director of the CIA Selection Board.

3. Because your membership in the Career Staff is classified information, it is necessary that this notification be conveyed to you in this manner. The application for membership which you signed has been endorsed on behalf of the Director of Central Intelligence by the Executive Director of the CIA Selection Board and placed in your permanent Official Personnel Folder.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

Harrison G. Reynolds

Harrison G. Reynolds
Chairman, CIA Selection Board

Noted:

Lee H. Wigren

Date: 20 October 1955

Career Staff
Office of Personnel

3 JAN 1956

RECEIVED 11 30 AM '55

SECRET

SECRET

CAREER SERVICE QUESTIONNAIRE						
SECTION I (To be completed by employee)						
NAME (Last)	(First)	(Middle)	AGE	GRADE	NO. OF MOS. IN GRADE	CAREER DESIGNATION
Wigren	Lee	Hobart	30	9	EA 14	FI
STAFF OR DIVISION	BRANCH		POSITION TITLE			
Staff C	SIB		Intelligence Officer			
NO. OF MOS. IN PRESENT POSITION	NO. OF MOS. IN OSS	NO. OF MOS. IN CIG		NO. OF MOS. IN CIA		
40	0	0		40		
DATA ON ALL PERMANENT DUTY OVERSEAS OR IN U.S. FIELD (Include any TDY during last two years)						
APPROXIMATE DATES OF SERVICE LOCATION						
FROM	TO	COUNTRY	STATION	TDY	PCS	COMMENTS
None						
INDICATE WILLINGNESS TO SERVE TOUR OF DUTY OVERSEAS PCS						
A <input checked="" type="checkbox"/> YES			B <input type="checkbox"/> ONLY UNDER CERTAIN CONDITIONS		C <input type="checkbox"/> NO	
INDICATE ASSIGNMENT PREFERENCE IF PRECEDING ANSWER IS "A" OR "B"						
PREFERENCE	COUNTRY	STATION	TYPE OF POSITION			
1ST			Staff (CE)			
2ND			Staff (CE)			
3RD			Staff (CE)			
IF ANSWER ABOVE IS "B" STATE CONDITIONS, IF ANSWER ABOVE IS "C" EXPLAIN YOUR REASONS						
INDICATE GEOGRAPHIC AREAS OVERSEAS IN WHICH YOU WILL NOT SERVE AND EXPLAIN REASONS						
Tropical areas. Wife's health will not permit.						
INDICATE RELATIONSHIP AND AGE OF EACH DEPENDENT TO BE MOVED OVERSEAS						
Wife age 27.						
INDICATE KNOWN MEDICAL RESTRICTIONS WHICH THE AGENCY HAS IMPOSED ON YOUR SERVICE						
None						

SECRET

INDICATE ANY UNUSUAL CIRCUMSTANCES CONCERNING DEPENDENTS (old age, chronic illness, need for special educational facilities, etc.) OR ANY UNUSUAL PERSONAL SITUATION WHICH WOULD AFFECT YOUR OVERSEAS ASSIGNMENT

None

DESCRIBE TYPES OF HEADQUARTERS AND U.S. FIELD POSITIONS FOR WHICH YOU WOULD LIKE TO BE CONSIDERED AND THE ORGANIZATIONAL COMPONENT IN WHICH YOU WOULD LIKE TO SERVE

Like present assignment very much. Feel most qualified in CE work and would prefer to remain in it. Desire to continue work dealing with problem of Soviet Satellite intelligence services which is my specialty.

REMARKS

DATE	19 July 54	SIGNATURE OF EMPLOYEE	<i>Lee H. ...</i>
SECTION II (To be completed by employee's supervisor)			
INDICATE APPROXIMATE TIME (months) WHEN EMPLOYEE CAN BE MADE AVAILABLE FOR OVERSEAS SERVICE		INDICATE APPROXIMATE TIME (months) WHEN EMPLOYEE CAN BE MADE AVAILABLE FOR ANOTHER HEADQUARTERS OR U.S. FIELD ASSIGNMENT	
COMMENTS ON AVAILABILITY AND EMPLOYEE'S PREFERENCE FOR NEXT ASSIGNMENT			
<i>depends on circumstances</i>			
DATE	23 July 54	SIGNATURE OF PERSONNEL OFFICER	
PERSONNEL OFFICER WILL FORWARD ORIGINAL TO OFFICE OF PERSONNEL			BOARD

SECRET

MAY BE CONTINUED UNDER REMARKS

APPOINTMENT AFFIDAVITS

IMPORTANT.— Before swearing to these appointment affidavits, you should read and understand the attached information for appointee

CIA

(Department or agency)

(Bureau or division)

WASHINGTON, D. C.

(Place of employment)

I, LEE H. WIGREN, do solemnly swear (or affirm) that—

A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, **SO HELP ME GOD.**

B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I a member of any organization that advocates the overthrow of the Government of the United States by force or violence or other unconstitutional means or seeking by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) I will not so advocate, nor will I become a member of such organization during the period that I am an employee of the Federal Government.

C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not engaged in any strike against the Government of the United States and that I will not so engage while an employee of the Government of the United States; that I am not a member of an organization of Government employees that asserts the right to strike against the Government of the United States, and that I will not, while a Government employee, become a member of such an organization.

D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not paid, or offered or promised to pay, any money or other thing of value to any person, firm or corporation for the use of influence to procure my appointment.

E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers contained in my Application for Federal Employment, Form No. _____, dated _____, 19____, filed with the above-named department or agency, which I have reviewed, are true and correct as of this date with the exceptions noted in the Declaration of Appointee on the reverse of this form. (If no exceptions, write "None" on the Declaration of Appointee.)

Lee H. Wigren
(Signature of appointee)

Subscribed and sworn before me this 19 day of March, A. D. 1953

at Washington D. C.
(City) (State)

[SEAL]

Chloe W. Anderson
(Signature of officer)

(Title)

NOTE.— If the oath is taken before a Notary Public the date of expiration of his commission should be shown.

DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Question 3 is to be answered in all cases, otherwise answer only those questions which require an answer different from that given to the corresponding questions on your application form. If no answers are different, write "NONE" in Item 10, below. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be prosecuted accordingly.

1. PRESENT ADDRESS (street and number, city and State)
3200 16th St. NW, WASHINGTON DC. (APT 319)

2. (A) DATE OF BIRTH 1 DEC. 1923 (B) PLACE OF BIRTH (city or town and State or country)
13 ROCKTON, MASS

3. (A) IN CASE OF EMERGENCY PLEASE NOTIFY A. H. WIGREN (B) RELATIONSHIP FATHER (C) STREET AND NUMBER, CITY AND STATE 215 BELMONT AVE, ROCKTON, MASS. (D) TELEPHONE NO. 13 ROCKTON 4402-W

4. DOES THE UNITED STATES GOVERNMENT EMPLOY, IN A CIVILIAN CAPACITY, ANY RELATIVE OF YOURS (OTHER BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 21 MONTHS? YES NO
 If so, for each such relative fill in the blanks below. If additional space is necessary, complete under Item 10.

NAME	POST OFFICE ADDRESS (Give street number, if any)	(1) POSITION (2) TEMPORARY OR NOT (3) DEPARTMENT OR AGENCY IN WHICH EMPLOYED	RELATIONSHIP	MARRIED (Check one)	SINGLE
		1. _____ 2. _____ 3. _____			
		1. _____ 2. _____ 3. _____			
		1. _____ 2. _____ 3. _____			

INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO	10. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS	
			ITEM NO.	WRITE IN LEFT COLUMN NUMBERS OF ITEMS TO WHICH DETAILED ANSWERS APPLY
5. ARE YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE TO THE UNITED STATES?	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
6. ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY? <i>If your answer is "Yes", give details in Item 10.</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
7. DO YOU RECEIVE ANY ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? <i>If your answer is "Yes", give in Item 10 reason for retirement, that is, age, optional disability, or by reason of voluntary or involuntary separation after 3 years' service; amount of retirement pay, and under what retirement act; and rating, if rated from military or naval service.</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
8. HAVE YOU EVER BEEN DISCHARGED, OR PUNISHED TO RESIGN, FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION? <i>If your answer is "Yes", give in Item 10 the name and address of employer, date, and reason in each case.</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
9. SINCE YOUR 18TH BIRTHDAY, HAVE YOU EVER BEEN ARRESTED, INDICTED, OR SUMMONED INTO COURT AS A DEFENDANT IN A CRIMINAL PROSECUTION, OR CONVICTED, FINED, OR IMPRISONED, OR PLACED ON PROBATION, OR HAVE YOU EVER BEEN ORDERED TO DEPOSIT BAIL OR COLLATERAL FOR THE VIOLATION OF ANY LAW, RULE, REGULATION, OR ORDINANCE (EXCLUDING MINOR TRAFFIC VIOLATIONS FOR WHICH A FINE OR FORTY DOLLARS OR LESS WAS IMPOSED)? <i>If your answer is "Yes", list all such cases under Item 10. Give in each case: (1) The date; (2) the nature of the offense or violation; (3) the name and location of the court; (4) the penalty imposed, if any, or other disposition of the case. If appointed, your fingerprints will be taken.</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		

INSTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the foregoing certificate is made shall determine to his own satisfaction that this appointment would be in conformance with the Civil Service Act, applicable Civil Service Rules and Regulations and acts of Congress pertaining to appointment.

This form should be checked for holding of office, pension, suitability in connection with any record of recent discharge or arrest, and particularly for the following:

(1) *Identity of appointee.*—The appointee's signature and handwriting are to be compared with the application and/or other pertinent papers. The physical appearance may be checked against the medical certificate. The appointee may also be questioned on his personal history for agreement with his previous statements.

(2) *Age.*—If definite age limits have been established for the position, it should be determined that applicant is not outside the age range for appointment. Until such determination is made, the appointment may not be consummated.

(3) *Citizenship.*—The appointing officer is responsible for observing the citizenship provisions of (1) the Civil Service Rules and (4) appropriation acts. Form 61 constitutes an affidavit for both purposes and is acceptable proof of citizenship status in the absence of conflicting evidence. In doubtful cases the appointment should not be consummated until clearance has been secured from the certifying office of the Civil Service Commission.

(4) *Members of Family.*—Section 9 of the Civil Service Act provides that whenever there are already two or more members of a family serving under probational or permanent appointment in the competitive service, no other member of such family is eligible for probational or permanent appointment in the competitive service. The appointments of persons entitled to preferential preference are not subject to this requirement. The members-of-family provision does not apply to temporary appointments. Doubtful cases may be referred to the appropriate office of the Civil Service Commission for decision.

STATEMENT OF PRIOR FEDERAL CIVIL AND MILITARY SERVICE
 AND DETERMINATION OF COMPETITIVE STATUS

IMPORTANT: The information on this form will be used (1) in determining creditable service for leave purposes and retention credits for reduction in force, and (2) in recording agency determination of competitive status. The employee should complete Part I and the Personnel Office should complete Parts II through V.

PART I.—EMPLOYEE'S STATEMENT							PART II.—THIS COLUMN IS FOR PERSONNEL OFFICE USE					
1. NAME (Last, first, middle initial) WIGREN, LEE H.				2. DATE OF BIRTH 1 DEC 1923			9. RETENTION GROUP					
3. LIST THE FOLLOWING INFORMATION CONCERNING ALL FEDERAL AND DISTRICT OF COLUMBIA SERVICE YOU HAVE HAD PRIOR TO YOUR PRESENT APPOINTMENT (Do not include military service.)							10. A. CSC STATUS <input type="checkbox"/> YES <input type="checkbox"/> NO B. TYPE OF PRESENT APPOINTMENT					
NAME AND LOCATION OF AGENCY	FROM—			TO—			TYPE OF APPOINTMENT IF KNOWN	11. SERVICE				
	YEAR	MONTH	DAY	YEAR	MONTH	DAY		YEAR	MONTH	DAY		
NONE												
4. LIST PERIODS OF ACTIVE SERVICE IN ANY BRANCH OF THE ARMED FORCES OF THE UNITED STATES IF YOU HAD NO ACTIVE MILITARY SERVICE, WRITE "NONE."												
BRANCH	FROM—			TO—			DISCHARGE (Hon. or dishon.?)					
	YEAR	MONTH	DAY	YEAR	MONTH	DAY		YEAR	MONTH	DAY		
U.S. ARMY	1943	FEB	17	1946	FEB	11	HONORABLE					
5. DURING PERIODS OF EMPLOYMENT SHOWN IN ITEM 3, DID YOU HAVE A TOTAL OF MORE THAN 6 MONTHS ABSENCE WITHOUT PAY, INCLUDING PERIODS OF MERCHANT MARINE SERVICE, DURING ANY ONE CALENDAR YEAR? <input type="checkbox"/> YES <input type="checkbox"/> NO IF ANSWER IS "YES," LIST FOLLOWING INFORMATION.							12. TOTAL SERVICE					
TYPE IF KNOWN (LWOP, Furl, Susp, AWOL, Mer Mer)	FROM—			TO—			TOTAL—			13. NONCREDITABLE SERVICE (Leave purposes only):		
	YEAR	MONTH	DAY	YEAR	MONTH	DAY	YEARS	MONTHS	DAYS			
										14. NONCREDITABLE SERVICE (RIF purposes only):		
6. DURING THE FEDERAL SERVICE LISTED IN ITEM 3, DID YOU ACQUIRE A PERMANENT COMPETITIVE CIVIL SERVICE STATUS? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO (If answer is "Yes," in what agency were you employed at the time status was acquired?)							15. REEMPLOYMENT RIGHTS <input type="checkbox"/> YES <input type="checkbox"/> NO			16. RETENTION RIGHTS <input type="checkbox"/> YES <input type="checkbox"/> NO		
7. ARE YOU: A. THE WIFE OF A DISABLED VETERAN? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO B. THE MOTHER OF A DECEASED OR DISABLED VETERAN? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO C. THE UNREMARKED WIDOW OF A VETERAN? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO							17. EXPIRATION DATE OF RETENTION RIGHTS					
8. TO BE EXECUTED BEFORE A NOTARY PUBLIC OR OTHER PERSONS AUTHORIZED TO ADMINISTER OATHS. I swear (or affirm) that the above statements are true to the best of my knowledge and belief.												
10 January 1966 (DATE)				Lee H. Wigren (SIGNATURE)								
Subscribed and sworn to before me on this _____ day of _____ 19____ at _____ (CITY) _____ (STATE)												
SEAL												
NOTE: If oath is taken before a Notary Public, the date of expiration of his Commission should be shown.												
INSTRUCTIONS: File this form on the permanent side of the employee's official personnel folder immediately before or after the personnel action involved.												

SECRET

Security Information
PERSONNEL QUALIFICATION QUESTIONNAIRE

1. Serial No. (no entry)	2. NAME: (last) (first) (middle) WIGREN, LEE HOBART	3. Office FI/CD/SIB
4. Date of Birth 1 DECEMBER 1923	5. Sex: <input checked="" type="checkbox"/> male (1) <input type="checkbox"/> female (2)	Marital Status M Nr. Dependents 1
7. Citizenship: <input checked="" type="checkbox"/> U.S. <input type="checkbox"/> Other	6. Employment Date: MARCH 1951	
8. Acquired By: (1) <input checked="" type="checkbox"/> Birth (2) <input type="checkbox"/> Marriage (3) <input type="checkbox"/> Naturalization (4) <input type="checkbox"/> Other (specify) Year U.S. citizenship acquired, if not by birth _____		

SEC. I. EDUCATION

1. Extent: (circle one)

- 1. Less than high school
- 2. High school graduate
- 3. Trade; Business or Commercial school graduate
- 4. Two years college, or less
- 5. Over two years, no degree
- 6. Bachelor degree
- 7. Post-graduate study (minimum 8 sem. hrs.)
- 8. Masters degree
- 9. Doctors degree

2. College or University Study:

Name and location of College or University	Major	Minor	Dates att'd		Yrs Compl		Degree Recd		Sem Hrs
			From	To	Day	Night	Title	Date	
BOSTON UNIV., C.A. BOSTON, MASS.	HISTORY	GOVT	1941	1943	1 1/2	—	—	—	
YALE UNIV. NEW HAVEN, CONN	HISTORY		1943	1944	2 1/2	—	A.B.	1947	
" "	"	"	1946	1947					
HARVARD GRADUATE SCHOOL, CAMBRIDGE, MASS	HISTORY		1947	1950	3	—	A.M.	1948	

3. Trade, Commercial, and Specialized Training:

School	Attendance Dates			Study or Specialization
	From	To	Tot. mo's	

4. Military, Intelligence or Investigative training (full time duty as a student in specialized schools such as intelligence, communications, ordnance disposal, etc.)

School	Attendance Dates			Study or Specialization
	From	To	Tot. mo's	
ARMY SPECIALIZED TRNG. PROGRAM, YALE UNIV., NEW HAVEN, CONN.	JUNE 1943	MAR. 1944	9	RUSSIAN LANGUAGE + AREA STUDIES
SCHOOL FOR PERSONNEL SERVICES, WASHINGTON + LEE UNIV., LEXINGTON VA	OCT 1944	NOV 1944	1	TRAINING AS INFORMATION + EDUCATION SPECIALIST

SECRET

Security Information

SEC. II. WORK EXPERIENCE

1. State the nature of duties performed with this organization, starting with your present position. Approximate dates (month and year) are sufficient. Use a continuation sheet, if necessary, to adequately describe your duties.

From <u>MAR 51</u> To <u>NOV 52</u> Tot. mos. <u>20</u>	Description of Duties: <u>EXAMINATION OF</u>
Grade <u>7</u> Salary <u>\$4205</u>	<u>STRUCTURE AND METHODS OF SOVIET</u>
Office <u>FI/CO/SIB</u>	<u>INTELLIGENCE SERVICES IN CONNECTION</u>
Position	<u>WITH GENERAL FUNCTIONS OF SIB:</u>
Title: <u>INTELLIGENCE OFFICER</u>	<u>- RESEARCH ON RESISTANCE OF SOVIET</u>
Duty	<u>AND PARALLEL INTELLIGENCE SERVICES;</u>
Title:	<u>- PREPARATION OF STUDIES ON COUNTERINTEL</u>
	<u>SITUATION IN SPECIFIC AREAS REQUIRING</u>
	<u>Duty Station, if overseas:</u>
From _____ To _____ Tot. mos. _____	Description of Duties: _____
Grade _____ Salary _____	<u>ANALYSIS OF ESPIONAGE CASES IN THE</u>
Office _____	<u>AREA. CONCLUSIONS ARE DRAWN ON CURRENT</u>
Position _____	<u>SOVIET INTELLIGENCE METHODS.</u>
Title: _____	<u>- PREPARATION OF SPECIAL STUDIES ON</u>
Duty _____	<u>COUNTERESPIONAGE PROBLEMS (BY</u>
Title: _____	<u>EXAMINATION OF REASONS FOR FAILURE IN</u>
	<u>A GIVEN SERIES OF OPERATIONS).</u>
	<u>Duty Station, if overseas:</u>
From <u>MAR 51</u> To <u>MAY 52</u> Tot. mos. <u>↑</u>	Description of Duties: _____
Grade <u>6</u> Salary <u>\$3795</u>	<u>[SAME AS ABOVE]</u>
Office <u>(time included in above</u>	
Position <u>leave)</u>	
Title: _____	
Duty _____	
Title: _____	
	<u>Duty Station, if overseas:</u>
From _____ To _____ Tot. mos. _____	Description of Duties: _____
Grade _____ Salary _____	
Office _____	
Position _____	
Title: _____	
Duty _____	
Title: _____	
	<u>Duty Station, if overseas:</u>
From _____ To _____ Tot. mos. _____	Description of Duties: _____
Grade _____ Salary _____	
Office _____	
Position _____	
Title: _____	
Duty _____	
Title: _____	
	<u>Duty Station, if overseas:</u>

SEC. II. WORK EXPERIENCE (CONT'D.)

2. Previous Employment: Describe your previous work experience in sufficient detail to permit full recognition of your qualifications. Include military work experience. List last position first.

From <u>Sept 1946</u> To <u>Jan 1947</u> Tot. mo's _____ Classification Grade (if in Federal Service) _____ Salary _____ Number and Class of Employees Supervised: _____ Employer <u>YALE UNIVERSITY</u> Kind of Business or organization (i. e., paper products mfr, public utility) _____	Exact Title of your position <u>CATALOGUER</u> Description of Duties: <u>- PART-TIME WORK CATALOGGING & INDEXING LETTERS IN CONNECTION WITH YALE EDITION OF THE CORRESPONDENCE OF ABRAHAM LINCOLN - A LARGE-SCALE HISTORICAL PROJECT.</u> Duty Station if overseas: _____
From <u>Aug 44</u> To <u>Feb 46</u> Tot. mo's _____ Classification Grade (if in Federal Service) <u>S/3</u> Salary _____ Number and Class of Employees Supervised: <u>15 LECTURERS</u> Employer <u>US ARMY</u> Kind of Business or organization (i. e., paper products mfr, public utility) _____	Exact Title of your position <u>INFORMATION & EDUCATION SPECIALIST</u> Description of Duties: <u>- ALONE IN SUPERVISING & PLANNING INFO. & EDUCATIONAL PROGRAM AT CAMP PICKETT, VA. DEVELOPED AN ANNUAL DUTY EDUCATIONAL PROGRAMS; TRAINED & SUPERVISED UNIT EDUCATION PERSONNEL; PREPARED LECTURES & DISCUSSION MATERIALS.</u> Duty Station if overseas: _____
From _____ To _____ Tot. mo's _____ Classification Grade (if in Federal Service) _____ Salary _____ Number and Class of Employees Supervised: _____ Employer _____ Kind of Business or organization (i. e., paper products mfr, public utility) _____	Exact Title of your position _____ Description of Duties: _____ <u>ON HISTORY, CURRENT EVENTS, ETC.; PUBLISHED DAILY NEWS SHEET; WROTE ARTICLES FOR WEEKLY PAPER; LECTURED; BROADCAST DAILY NEWSCASTS; MAINTAINED REFERENCE LIBRARY OF CURRENT INFO.</u> Duty Station if overseas: _____
From _____ To _____ Tot. mo's _____ Classification Grade (if in Federal Service) _____ Salary _____ Number and Class of Employees Supervised: _____ Employer _____ Kind of Business or organization (i. e., paper products mfr, public utility) _____	Exact Title of your position _____ Description of Duties: _____ <u>INSPECTED AND SUPERVISED EDUCATIONAL LECTURES & CLASSES</u> <u>PREVIOUSLY DID SIMILAR WORK ON COMPANY LEVEL</u> Duty Station if overseas: _____
From _____ To _____ Tot. mo's _____ Classification Grade (if in Federal Service) _____ Salary _____ Number and Class of Employees Supervised: _____ Employer _____ Kind of Business or organization (i. e., paper products mfr, public utility) _____	Exact Title of your position _____ Description of Duties: _____ Duty Station if overseas: _____

SEC. II. WORK EXPERIENCE (CONT'D)

3. Special Work Experience: Check any of the following organizations by which you may have been employed.

- | | |
|--|--|
| 01 <input type="checkbox"/> U. S. Secret Service | 24 <input type="checkbox"/> Air Force A-2 |
| 02 <input type="checkbox"/> Civil Police | 25 <input type="checkbox"/> Foreign Economic Admin. |
| 03 <input type="checkbox"/> Military Police | 26 <input type="checkbox"/> Counter Intelligence Corps |
| 04 <input type="checkbox"/> U. S. Border Patrol | 27 <input type="checkbox"/> Immigration & Naturalization |
| 05 <input type="checkbox"/> U. S. Narcotics Squad | 28 <input type="checkbox"/> Strategic Services Unit |
| 06 <input type="checkbox"/> FBI | 29 <input type="checkbox"/> Foreign Service, State Dept. |
| 07 <input type="checkbox"/> Criminal Investigation Div. | 30 <input type="checkbox"/> Central Intelligence Group |
| 21 <input type="checkbox"/> Office of Naval Intelligence | 31 <input type="checkbox"/> Armed Forces Security Agency |
| 22 <input type="checkbox"/> Office of War Information | 32 <input type="checkbox"/> Coordinator of Information |
| 23 <input type="checkbox"/> Army G-2 | 33 <input type="checkbox"/> Office of Facts & Figures |
| 20 <input type="checkbox"/> Office of Strategic Services | 34 <input type="checkbox"/> Board of Economic Warfare |
| | 35 <input type="checkbox"/> Federal Communications Comm. |

SEC. III. FOREIGN LANGUAGES

List below the foreign languages in which you have some competence. Be sure to include uncommon modern languages. Check (X) your competence and how acquired.

LANGUAGE	COMPETENCE						HOW ACQUIRED				
	Equivalent to Native Fluency *	Fluent but obviously Foreign *	Adequate for Research **	Adequate for Travel	Limited Knowledge		Native of Country	Prolonged Residence	Contact (Parents, etc.)	Academic Study	
FRENCH			X							X	
SPANISH			X							X	
RUSSIAN					X					X	
SWEDISH					X			X		X	

* If you have checked 'Fluent' for a language that has significant difference in spoken and written form (e.g., Arabic), explain your competence herein _____

**Specialized Language Competence: Describe ability to do specialized language work involving vocabularies and terminology in the scientific, engineering, telecommunications, and military fields. List the language with the type of speciality. _____

FRENCH - HISTORY TERMINOLOGY

RUSSIAN - LARGELY FORGOTTEN THRU NON-USE; CAN BE REFRESHED

SEC. IV. AREA KNOWLEDGE

1. List below any foreign countries or regions of which you have knowledge gained as a result of residence, travel or study. Study can mean either academic study, or study of a foreign country resulting from an intelligence, military, commercial or professional work assignment.

Country or Region	Dates of Residence, Study Etc.	Manner in Which Knowledge Was Acquired (check (X) one)		
		Residence	Travel	Study
USSR	1943-44			X
	NO SPECIFIC DATES			X

2. Specialized Knowledge of Area

List specialized knowledge of foreign country such as knowledge of terrain, coasts and harbors, utilities, railroads, industries, political parties, etc., gained as a result of study or work assignment. Include name of employer or organization.

Country	Type of Knowledge	How and When Gained
	POLITICAL PARTIES (LTD)	STUDY, 1946-7

SEC. V. TYPING AND STENOGRAPHIC SKILLS (PRESENT UTILIZATION)

Skill	Per Cent of Time Used	Not Used	WPM (Approximate Proficiency)	Prefer Assignment Using Skill Oftener	
				1. Yes	2. No
Typing	1. ✓ LTD	2.		1. Yes	2. <input checked="" type="radio"/> No
Shorthand	1.	2.		1. Yes	2. No

Shorthand System: 1. Manual 2. Machine 3. Speedwriting.

SEC. VI. LICENSES, HOBBIES, SPECIAL QUALIFICATIONS

1. Licenses: List any licenses or certification such as teachers, pilot, marine, etc. <u>None</u>	2. Hobbies: List any hobbies such as sailing, skiing, writing, or other special qualifications. <u>STAMP COLLECTING; MUSIC;</u> <u>READING</u>

SEC. VII. PROFESSIONAL AND ACADEMIC HONORS

List any professional or academic associations or honorary societies in which you hold membership. <u>None</u>

SEC. VIII. PUBLICATIONS

List below the type of writing (non-fiction: professional or scientific articles, general interest subjects, current events, etc; fiction: novels, short stories, etc.) of any published materials of which you were author or co-author.

None

SEC. IX. INVENTIONS

Describe any devices you have invented as to type of work for which intended and whether patented.

Device	Patented			
	(1)	Yes	(2)	No
None	(1)	Yes	(2)	No
	(1)	Yes	(2)	No
	(1)	Yes	(2)	No

SEC. X. TESTS (Within present organization)

Describe below the type of tests which you have taken,

Type of Test	Date Taken
GENERAL TESTS TAKEN UPON ENTRANCE ON DUTY	MARCH 1951

SEC. XI. PHYSICAL HANDICAPS

List any physical handicaps you may have.

None

SEC. XII. OVERSEAS ASSIGNMENT

Are you willing to accept periodic tour of duty overseas?

(1) 2 year Tour <input checked="" type="checkbox"/> (2) 4 year Tour <input type="checkbox"/> (3) Not interested <input type="checkbox"/>
--

SEC. XIII. WORK ASSIGNMENT

In view of your total experience and education, for what assignment do you think you are best qualified?

RESEARCH, ANALYSIS, AND EXAMINATION OF INTELLIGENCE DATA. DETERMINING PATTERNS OF INFORMATION BY SYSTEMATIC STUDY OF REPORTS.

SEC. XIV. MILITARY STATUS

1. Present Draft Status
Have you registered under the Selective Service Act of 1948? - Yes ___ No. ___
If yes, indicate your present draft classification S-A (Military)

2. Present Reserve or National Guard Status
Do you now have Reserve or National Guard Status ___ Yes No. ___
If yes, complete the following.
1. ___ National Guard
2. ___ Air National Guard
3. ___ Active Reserve Status (member of organized unit)
4. ___ Inactive Reserve Status

Service USA Grade S/SGT Serial Number 11122422

Reserve Unit with which currently affiliated _____

Service Mobilization Assignment, if any _____

Location of Service Records, if known _____

SEC. XV. TRAINING

List the training courses or subjects you have taken in this organization.

Course or Subject	(from) Dates (to)	Hours
BASIC ORIENTATION (INTELLIGENCE) COURSE	APRIL - MAY 1951	4 wks
OPERATIONS COURSE	MAY - JUNE 1951	4 wks
ADVANCED OPERATIONS COURSE	JUNE - JULY 1951	3 wks
COURSE ON FUNCTIONS OF CIA COMPONENTS, ETC	JUNE 1951	1 wk

SEC. XVI. REMARKS

Use this space to indicate any other qualifications you may have which you do not describe above.

DATE 14 November 1952

SIGNATURE Lee K. Wigren

REPORT OF QUALIFICATIONS

NOTE: THIS REPORT MUST NOT BE DISCUSSED WITH APPLICANT OR EMPLOYEE.

Lisbocker

NAME OF EMPLOYEE (OR APPLICANT)

THIS DATE

WILGREN, Leo H.

November, 1950

TEST RECORD

NOTE: POINTED LINE REPRESENTS AVERAGE RANKINGS FOR PROFESSIONAL AND TECHNICAL PERSONNEL. COLORED LINE REPRESENTS SUBJECT'S RANKS.

			MEAN PROFILE														
			T	L	1	2	3	4	5	7	8	9	M				
DIRECTIONS																	
STIS-HIGHER																	
GEN TEST I																	
WATSON-GLASER: GENERALIZATIONS																	
INFERENCES																	
DISC. ARGUMENTS																	
PECOG. ASSUMP.																	
GEN. LOG. REAS.																	
CONSISTENCY																	
APPL. LOG. REAS.																	

TYPING		
GROSS	NET	ERRORS
1.		
2.		
3.		

FOREIGN LANGUAGE READING TESTS		
LANGUAGE	MEAN SCORE	SUBJECT'S SCORE
FRENCH LL	40	
FRENCH UL	38	
GERMAN	30	
ITALIAN	37	
SPANISH	35	

EVALUATION OF EDUCATION AND EXPERIENCE

TYPE OF POSITION	OUTSTANDING	SUPERIOR	ADEQUATE	WEAK	INADEQUATE
EDUCATION	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
DIRECT EXPERIENCE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
INDIRECT EXPERIENCE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
EDUCATION	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
DIRECT EXPERIENCE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
INDIRECT EXPERIENCE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
EDUCATION	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
DIRECT EXPERIENCE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
INDIRECT EXPERIENCE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

QUALIFICATIONS TECHNICIAN

SECRET
(WHEN FILLED IN)

Wigren, Lee

QUALIFICATIONS SYSTEM RECORD CHANGE

APPLICANT CODING DATA

1. ID ◀ 2	2. APPL. NO. 12-DIGITS	3. NAME MUST CONTAIN 20-DIGITS
4. DATE OF BIRTH MO DA YR	5. DATE CODED MO DA YR	THE DATA ABOVE (ITEMS 2 THRU 5) WILL BE FILLED IN WHEN CODING AN APPLICANT FOR THE FIRST TIME. THIS FORM IS THEN ATTACHED TO FORM 1962, MASTER QUALIFICATIONS CODING RECORD.

LANGUAGE CODING DATA - FORM 444c

1. ID ◀ 3	2. EMPLOYEE NO.	3. NAME 3-LETTERS	4. LANGUAGE DATA CODE BASE CODE	R	W	P	S	U	T	YR
5. DATE SUBMITTED MO DA YR	6. DATE OF BIRTH MO DA YR	WHEN FORM 444c DENOTES NO LANGUAGE COMPETENCE, ENTER THE FOLLOWING IN ITEM 4: "NO+LANGUAGE" (12-DIGITS)								

LANGUAGE PROFICIENCY TEST DATA

1. ID ◀ 5	2. EMPLOYEE NO. 446198	3. NAME WIG	4. CODE C-A-D C	5. LANGUAGE DATA BEFORE TEST BASE CODE	R	W	P	S	U	T	YR
6. LANGUAGE DATA AFTER TEST BASE CODE				7. DATE OF TEST MO DA YR				DATA FOR ITEM 2 THRU 7 IS EXTRACTED FROM FORM 1273, LANGUAGE PROFICIENCY AND AWARDS DATA.			
BF45				7 7 8 4 66				11 17 66			
								BJT 7 APR 1967			

29 MAR 1967

The authorization to process this employee's disclaim of proficiency in the language factors indicated on this form is contained in a memorandum on file and designated "Language Proficiency Disclaim File", located in the Qualifications Analysis Branch, Office of Personnel.

SECRET

(WHEN FILLED IN)

Wigrow, Lee

QUALIFICATIONS SYSTEM RECORD CHANGE

AFFILIANT CODING DATA

1. ID ◁ 2	2. APPL. NO. 6-DIGITS	3. NAME MUST CONTAIN 20-DIGITS
4. DATE OF BIRTH MO DA YR	5. DATE CODED MO DA YR	THE DATA ABOVE (ITEMS 2 THRU 5) WILL BE FILLED WHEN CODING AN APPLICANT FOR THE FIRST TIME. THIS FORM IS THEN ATTACHED TO FORM 1962, MASTER QUALIFICATIONS CODING RECORD.

LANGUAGE CODING DATA - FORM 1111c

1. ID ◁ 3	2. EMPLOYEE NO.	3. NAME 3-LETTERS	4. LANGUAGE DATA CODE BASE CODE R W P S U T YR						
5. DATE SUBMITTED MO DA YR	6. DATE OF BIRTH MO DA YR	WHEN FORM 1111c DENOTES NO LANGUAGE COMPETENCE, ENTER THE FOLLOWING IN ITEM 4: "NO+LANGUAGE" (12-DIGITS)							

LANGUAGE PROFICIENCY TEST DATA

1. ID ◁ 5	2. EMPLOYEE NO. 066198	3. NAME WIG	4. CODE C-A-O C	5. LANGUAGE DATA BEFORE TEST BASE CODE R W P S U T YR BK50 3 1 7 0 0 4 65						
6. LANGUAGE DATA AFTER TEST BASE CODE R W P S U T YR BK50 7 0 7 0 0 4 66			7. DATE OF TEST MO DA YR 11 17 66		DATA FOR ITEM 2 THRU 7 IS EXTRACTED FROM FORM 1273, LANGUAGE PROFICIENCY AND AWARDS DATA. 19 APR 1967					

26 MAR 1967

The authorization to process this employee's disclaimer of proficiency in the language factors indicated on this form is contained in a memorandum on file and designated "Language Proficiency Disclaimer File", located in the Qualifications Analysis Branch, Office of Personnel.

FORM 1273
 (REV. 10-1-66)

Wigman, Lee H

QUALIFICATIONS SYSTEM RECORD CHANGE									
EMPLOYEE BASIC DATA									
1. ID	2. APPL. NO.	3. NAME							
< 2	0-DIGITS	LIST CONTAIN 30-DIGITS							
4. DATE OF BIRTH			5. DATE CLEARED			THE DATA ABOVE (ITEMS 2 THRU 5) WILL BE FILLED IN WHEN USED IN AN APPL. CARD FOR THE FIRST TIME. THIS FORM IS THEN ATTACHED TO FORM 1272, MASTER QUALIFICATION RECORD NO RECORD.			
MO	DA	YR	MO	DA	YR				

LANGUAGE RECORD DATA - FORM 1273												
1. ID	2. EMPLOYEE NO.	3. NAME			4. LANGUAGE DATA CODE							
< 3		3-LETTERS			BASE CODE	R	W	P	S	U	T	YR
5. DATE SUBMITTED			6. DATE OF BIRTH			WHEN FORM 1273 DENOTES NO LANGUAGE COMPETENCE, ENTER THE FOLLOWING IN ITEM 4: "NO-LANGUAGE" (12-DIGITS)						
MO	DA	YR	MO	DA	YR							

LANGUAGE PROFICIENCY TEST DATA													
1. ID	2. EMPLOYEE NO.	3. NAME			4. CODE	5. LANGUAGE DATA BEFORE TEST							
< 5	446198	WIG			C	BASE CODE	R	W	P	S	U	T	YR
6. LANGUAGE DATA AFTER TEST						7. DATE OF TEST			DATA FOR ITEM 2 THRU 7 IS EXTRACTED FROM FORM 1273, LANGUAGE PROFICIENCY AND AWARDS DATA.				
BASE CODE	R	W	P	S	U	T	YR	MO					DA
BK5	3	1	7	φ	φ	4	65	4	3	φ	65		

7 NOV 1966

8 NOV 1966

The authorization to process this employee's disclaim of proficiency in the language factors indicated on this form is contained in a memorandum on file and designated "Language Proficiency Disclaim File", located in the Qualifications Analysis Branch, Office of Personnel.

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO: Office of Personnel, Statistical Reporting Branch, ROOM 5 E 2506 Headquarters

EMPLOYEE SERIAL NO. 1-4	NAME OF EMPLOYEE			OFFICE/COMPONENT 25-28
	LAST (Print)	FIRST 7-24	MIDDLE	
006198	Wigren	Leo	H.	RR

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	77	78-29	30-31	32-33	34-35	36-37	38-39	40-42	
3 - CORRECTION									
5 - CANCELLATION									

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic)	77	28-29	30-31	32-33	34-35	36-37	38-39	40-42	
4 - CORRECTION	2	10	13	66	11	13	66	AF 803	
6 - CANCELLATION									

SOURCE OF RECORD DOCUMENT

<input checked="" type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO. AF-69-67	DOCUMENT DATE/PERIOD 13 October - 13 November 1966
---	---

REMARKS

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
<input checked="" type="checkbox"/> OSA	DATE	SIGNATURE
<input type="checkbox"/> C & L DIVISION		
<input type="checkbox"/> C & T DIVISION		

FORM 1451a USE PREVIOUS EDITIONS.

SECRET

GROUP 1
Excluded from automatic
downgrading and declassification

(4.10)

MR

OFFICE OF LEGISLATION

Office of Legislation
Training Section

THE PRINTING OPERATIONS COURSE

Lee H. Wigren

OS-12

SR/DP

has participated in the Office of Legislation sponsored training program, the Printing Services Course. The course program was completed on a part-time basis during the period 18 thru 20 October 1950, and consisted of 17 hours of classroom instruction, including an orientation tour of the Agency printing plant.

The program is primarily designed to contribute to the general background and knowledge of Agency printing responsibilities; to acquaint Agency personnel with the policies, functions and organization of CIA printing and reproduction services; emphasis is placed on economy in printing, printing costs and cost estimating; various printing and photographic processes are explained.

CERTIFICATE OF COURSE COMPLETION:

The above named individual has regularly attended the program.

Leo T. Holby
LTC 1-43517

Legislation Training Officer

LOGISTICS TRAINING
October 1950

C O N F I D E N T I A L
(When Completed)

Date 1 June 1960


MEMORANDUM FOR RECORD

THROUGH: Staff Training Officer

SUBJECT: Completion of Management Conference

1. Lee H. Wigren has completed a Management Conference conducted for SR from 9 - 20 May 1960
2. The conference covered 40 hours of group discussions, lectures, and selected readings concerning problems of Agency management at the middle levels. The individual named completed all conference assignments. No grade has been given since no evaluation is made of any individual's performance in this conference.

FOR THE DIRECTOR OF TRAINING:


Chief, Management Training Faculty

C O N F I D E N T I A L
(When Completed)

SECRET - EYES ONLY

TECHNICAL SERVICES STAFF
 TRAINING DIVISION EVALUATION
 PHOTO 1 - Basic Photography

NAME: Wagner, Leo W.

OFFICE: STAFF: IT DIV: 3 BRANCH: DATES TRAINED: from: Nov. 1956 to: 7 Dec. 1956

The course is primarily designed to develop skills. Several subjects, however, (such as telephoto lenses, stereo photography etc.) are covered only briefly and the purpose in these subjects is merely to impart an understanding, and not a skill.

This form, therefore, evaluates -

- a. The student's level of understanding (signified by the letter "U") or
- b. The degree of skill attained (signified by the letter "S") -

whichever is applicable.

I Basic photographic theory and practices

A. Manipulation of camera

- 1. Leica (S) _____
- 2. Signet (S) Potina etc
- 3. Camera focusing (S) _____

- B. Depth of Field scales (U) _____
- C. Relationship of aperture to shutter speeds (U) _____

II Processing and Printing:

- A. Developers, hypo, washing, drying (S) _____
- B. Loading NIKOR film developing tank (S) _____
- C. Use and function of the enlarger (S) _____
- D. Contrast papers - selection of proper paper for a particular negative (S) _____
- E. Print control (S) _____

III Use of filters: (U) _____

IV Use of exposure meter. (U) _____

V Indoor photography:

- A. Employing only natural room lighting (S) _____
- E. Employing accessory room lighting for ID pictures (S) _____

	None	Fair	Good	Very good	Excellent
1. Leica (S)					
2. Signet (S) <u>Potina etc</u>				M	
3. Camera focusing (S)				M	
B. Depth of Field scales (U)			M		
C. Relationship of aperture to shutter speeds (U)					M
A. Developers, hypo, washing, drying (S)					M
B. Loading NIKOR film developing tank (S)					M
C. Use and function of the enlarger (S)					M
D. Contrast papers - selection of proper paper for a particular negative (S)				M	
E. Print control (S)				M	
III Use of filters: (U)				M	
IV Use of exposure meter. (U)				M	
V Indoor photography:				M	
A. Employing only natural room lighting (S)					M
E. Employing accessory room lighting for ID pictures (S)					M

SECRET - EYES ONLY

SECRET-EYES ONLY

VI Document copying

- A. Techniques (S) _____
- B. Equipment (S) _____
- C. Selection of film (S) _____
- D. Developing and Printing (S) _____

VII Telephoto, wide angle lenses, stereo photography (U) _____

VIII Reflex Copy Printing:

- A. Use of permanent photo lab printing box (S) _____
- B. Use of portable "Contura" unit (S) _____
- C. Adaptation of "Contura" unit to clandestine needs (U) _____

IX Graphics Registry/OCD - Understanding of what is necessary in a photograph in order to be of use to Graphics Registry (U) _____

OBSERVED GENERAL TRAITS & CHARACTERISTICS

- I General Quality of prints _____
- II Choice of subject matter - organization and composition _____
- III Quality of darkroom work (cleanliness, neatness, etc.) _____
- IV Attitude toward subject matter _____

	None	Fair	Good	Very Good	Excellent
A. Techniques (S)				X	
B. Equipment (S)				X	
C. Selection of film (S)				X	
D. Developing and Printing (S)				X	
VII Telephoto, wide angle lenses, stereo photography (U)				X	
VIII Reflex Copy Printing:				X	
A. Use of permanent photo lab printing box (S)	X				
B. Use of portable "Contura" unit (S)	X				
C. Adaptation of "Contura" unit to clandestine needs (U)	X				
IX Graphics Registry/OCD - Understanding of what is necessary in a photograph in order to be of use to Graphics Registry (U)					
I General Quality of prints				X	
II Choice of subject matter - organization and composition				X	
III Quality of darkroom work (cleanliness, neatness, etc.)					X
IV Attitude toward subject matter				X	

REMARKS:

Test Guide: _____

APPROVED:

C/TSS/Training Division

Henry H. Worrell

Instructor

Wigron, Leo H.

Instruction was given in general photography, and its application to the specific problems of ground intelligence photography, document copying with two methods, casing, fixed and mobile surveillance, available light, small object and ID photography and photography in room search.

This student is well organized in his work and has a fine foundation for the work he will be called upon to do. Currently he should be able to handle similar assignments intensified in the field and with additional practice and experience is capable of applying photography widely and in a more technical situation.

SECRET

SECRET
(When Filled In)

CAREER PREFERENCE OUTLINE

This Outline, when completed, is a documented description of the individual's career interests and proposed career activities together with the comments of his supervisor and his Career Service. The original will be filed in the employee's Official Personnel Folder and will serve as a guide for future personnel actions affecting him. Implementation of career preferences must depend upon the needs of the Organization.

- CONSULT ATTACHED INSTRUCTION SHEET PRIOR TO COMPLETING THIS OUTLINE -

SECTION A. GENERAL			
1. NAME OF EMPLOYEE (Last-First-Middle) WIGREN, Lee H.	2. DATE OF BIRTH 1 Dec 1923	3. SERVICE DESIGNATION DI	4. GRADE GS-11
5. ORGANIZATIONAL TITLE	6. POSITION TITLE Intelligence Officer	7. OCCUPATIONAL CODE WE	8. OFFICE OF ASSIGNMENT <input type="text"/>

SECTION B. CAREER INTERESTS	
9. GENERAL TYPE OF ACTIVITY FI Operations	
10. SPECIFIC TYPE OF ACTIVITY (Including assignments)	
A. IMMEDIATE (Within next 1 to 2 years)	
Assignment to <input type="text"/>	
B. LONG-RANGE (Within next 3 to 5 years)	
Reassignment to Headquarters Desk within WE/1	

SECTION C. TRAINING	
11. ORGANIZATIONAL, EXTERNAL, AND ON-THE-JOB TRAINING	
A. IMMEDIATE (Within next 1 to 2 years)	
CE Operations, 0.4	
Communist Party Organization and Operations, C.2	
Information Reporting, Reports & Requirements, 0.25	
Secret Writing, T.9	
Audio Surveillance, T.6	
Language Study	
B. LONG-RANGE (Within next 3 to 5 years)	

12. ADDITIONAL COMMENTS	

1. I RECOGNIZE THAT THE IMPLEMENTATION OF MY CAREER PREFERENCES MUST DEPEND UPON THE NEEDS OF THE ORGANIZATION. I UNDERSTAND THAT MY PERFORMANCE, CAPABILITIES AND INTERESTS WILL BE GIVEN DUE CONSIDERATION.	13. DATE COMPLETED 20 Nov56	14. SIGNATURE OF EMPLOYEE See Item 21
---	---------------------------------------	---

SECRET
(When Filled In)

SECTION D. COMMENTS BY SUPERVISOR	
15. RELATIVE TO CAREER INTERESTS OF EMPLOYEE	
16. RELATIVE TO TRAINING FOR EMPLOYEE	
17. TYPED OR PRINTED NAME OF SUPERVISOR	18. SIGNATURE
19. TITLE	20. DATE
SECTION E. FOR USE OF CAREER SERVICE	
21. COMMENTS	
Detailed Individual Career Plan approved by FI Panel on file in FI Career Management Office, 2048 L	
22. TYPED OR PRINTED NAME	
24. TITLE <i>FI Career Management Officer</i>	
13 FEB 1957	
LEAVE BLANK	

SECRET

SECRET
TRAINING READING COPY

NAME Leo WIGREN DIVISION LS/VI

COURSE Basic Audio

DATE 3 - 16 November 1936

LEARNER'S NAME

- | | |
|---|------|
| 1. Comprehension of Principles | Good |
| 2. Attitude and Interest | Good |
| 3. Quantitative Appreciation of Subject | Good |
| 4. Manual Dexterity | Good |
| 5. Care to work | Good |
| 6. Aptitude | Good |
| 7. Mechanical Potential | Good |

NOTE: "Mechanical Potential" is an estimate of the best level of ability the student might acquire after extended instruction and practice - it is not an estimate of his current level of technique.

Balance: Four Averages, Good, Pass Test

Please return this copy to the name of the file by which it should be filed.
Please return your copies of this form to TUS/WH for a year distribution.

COPIES TO BE DISTRIBUTED TO: **DEPARTMENT HEADQUARTERS**
1 - Chief of Training Office
1 - Chief Staff Training Office
1 - Director of Training Office
1 - Division Training Liaison Office
1 - TUS/WH
1 - Chief of Liaison
1 - TUS/WH

Instructor

SECRET

S-E-C-R-E-T

TO: Registrar, Office of Training

I certify that I completed the Cable Writing Refresher No. 8
on 27 June 56.

LEE H. WIGGINS WE
Name (Please Print) Staff or Division

S-E-C-R-E-T

SECRET

-2-

1. Mr. Wigren ranked in the top bracket of a strong class. He contributed effectively in seminar discussions. He appeared to be alert, and to have a good grasp of CE fundamentals.
2. Mr. Wigren's presentation dealt with his basic assignment in Staff C. The presentation was well organized and was a major contribution to the class's CE background.
3. In my opinion, Mr. Wigren has the background and grasp of CE principles adequate for a CE case officer and analyst.



SECRET

TRAINING EVALUATION

1. The official to whom this report is entrusted is personally responsible for it. Although he may, within his discretion, show it to other members of his staff, the report should never be shown to the student whom it concerns.

2. The report summarizes the findings, observations and opinions of the various instructors during the course listed only, with no reference to other facts or findings about the student. More complete data is available in the files of the training division and may be examined after contacting the Records and Scheduling Officer.

STUDENT'S NAME Leo Robert Wigton DATE OF REPORT 8 June 1951
 TRAINING COURSE Operations DIVISION CGO GRADE GS-6
 TRAINING PERIOD 7 May - 2 June 1951 PROJECTED ASSIGNMENT Clerk
 AGE: 27

1. PERFORMANCE RECORD. The following grades show the achievement of the student in class problems and examinations. The total possible score is broken down to indicate the relative weighting of various factors. The overall adjectival rating is based on the following scales: 0 to 59% unsatisfactory; 60 to 79% satisfactory; 80 to 89% excellent; 90 to 100% superior.

	<u>Possible Score</u>	<u>Achieved Score</u>	
(1) Comprehension of basic principles of clandestine operations	(40)	25	Sat.
(2) Use of tradecraft (ability to apply principles of clandestine operations)	(50)	30	Sat. -
(3) Ability to evaluate operational data	(20)	12	Sat. -
(4) Ability to use operational data	(20)	11	Med. +
(5) Planning	(30)	19	Sat.
(6) Personality analysis	(20)	14	Sat.
(7) Personality manipulation	(30)	35	Sat.
(8) Adaptability to operational emergencies	(30)	20	Sat.
(9) Attention to detail	(20)	12	Sat. -
(10) Organization and presentation of written operational material	(20)	13	Sat.
TOTAL	(300)	191	
Overall adjectival rating	Satisfactory 64%		

2. TRAIT CHARACTERISTICS RECORD. The following indicates the various personality traits as observed by the instructors during the training period. The observations include the student's participation and conduct in training as well as his reactions to various problems and situations. A scale of 0 to 10 is used, 0 indicating that the trait has not been observed, the lower numbers indicating below average, and the higher indicating above average.

	<u>Rating</u>
(1) Ability to get along and work with people	
(2) Ability to grasp instructions	
(3) Enthusiasm and interest in work	
(4) Industriousness	
(5) Practical intelligence	
(6) Astuteness	
(7) Adaptability	
(8) Effectiveness	
(9) Stability	
(10) Initiative	
(11) Imagination	
(12) Ability to handle and direct people	

See Attachment

3. COMMENT. (To be used only in cases of outstanding strengths or weaknesses)

APPROVED.

REVIEWED.

FORM NO. 51-80
 JAN 1950

SECRET

Lee H. Wiggen
Grade: 105-6

SECRET

2. TRAIT RECORD. The following indicates the various traits as observed by the instructors during the training period. The observations include the student's participation and conduct in training as well as his reactions to various problems and situations.

1. UNDERSTANDING INSTRUCTIONS

Not observed _____

1	2	3	4	5
Misunderstood instructions completely on more than one occasion.	Was very slow to grasp instructions. Often requested additional explanation or repetition.	Understood instructions if given in detail.	Did not require a detailed explanation.	Grasped instructions quickly, completely, accurately.

2. PLANNING WORK

Not observed _____

1	2	3	4	5
Got in serious difficulty because of failure to plan work.	Planned inadequately.	Made plans which permitted adequate implementation of a project.	Gave evidence of careful, thoughtful, planning.	Planned thoroughly, allowed for almost all contingencies.

3. ABILITY TO WRITE

Not observed _____

1	2	3	4	5
Seemed unable to express thoughts clearly in written form.	Was weak in expressing thoughts clearly in written form.	Written work showed no significant weakness.	Displayed ability to express thoughts thoroughly in written form.	Was outstanding in ability to express ideas in clear, correct, coherent manner.

4. ATTENDING TO DETAIL

Not observed _____

1	2	3	4	5
Written and oral work suffered seriously from constant inattention to details.	Work frequently marred by careless or imprecise treatment of significant detail.	Work showed acceptable attention to significant detail.	Careful handling of significant detail.	Work was consistently outstanding for precise, accurate handling of detail.

SECRET

3. CONSTRUCTIVE IMAGINATION

1	2	3	4	5
Failed to demonstrate any imaginative or inventive ideas in response to problems.	Showed only a very limited degree of constructive imagination.	Showed sufficient constructive imagination to meet most school situations adequately.	Demonstrated the possession of creative ability to a greater than average degree.	Outstandingly creative, inventive, or original.

4. FLUENCY OF ORAL EXPRESSION

1	2	3	4	5
Not observed	Not observed	Not observed	Not observed	Not observed
Unable to express self clearly.	Lacked fluency or ease in his speech, but a general and incoherent fluency.	Displayed reasonable facility in oral expression.	Spoke confidently, clearly and readily.	Outstanding in fluency and clarity of oral expression.

5. DILIGENCE

1	2	3	4	5
Not observed	Not observed	Not observed	Not observed	Not observed
Work was not satisfactory as a result of insufficient application of time and effort.	Applied minimum amount of time and effort necessary to satisfactorily accomplish assigned work.	Showed adequate compliance in regards time and effort for accomplishment of assigned work.	Volunteered greater time and effort than is normally expected in this course.	Was unusually industrious, giving generously of time, effort and interest.

6. INITIATIVE

1	2	3	4	5
Not observed	Not observed	Not observed	Not observed	Not observed
Failed to act without being specifically instructed to do so.	Occasionally acted on his own.	Usually took steps to implement ideas.	Usually displayed enthusiasm and aggressiveness.	Displayed unusual energy, enthusiasm and aggressiveness.

7. PERSISTENCE IN EFFORTS

1	2	3	4	5
Not observed	Not observed	Not observed	Not observed	Not observed
Gave up as soon as he met opposition.	Gave up after several attempts had failed.	Surmounted minor difficulties, but was slowed by severe opposition.	Was slowed only by severe opposition.	Persisted in his efforts to achieve objectives despite repeated setbacks or severe opposition.

10. ENTHUSIASM AND INTEREST IN THE WORK
Not observed _____

1	2	3	4	5
Displayed no indication of genuine interest in the subject.	Appeared only mildly interested in the subject.	Displayed definite interest in making this sphere of activity his career.	Displayed unusual enthusiasm and interest.	Displayed exceptional enthusiasm and intense interest.

11. ABILITY TO GET ALONG WITH ASSOCIATES
Not observed _____

1	2	3	4	5
Frequently alienated associates.	Was noticeably lacking in: a. sociability b. consideration of others c. cooperativeness.	Reasonably sociable, considerate and cooperative vis-a-vis associates.	Displayed definite a. sociability b. consideration of others c. cooperativeness.	Unusually sociable, considerate and cooperative vis-a-vis associates.

12. LEADERSHIP
Not observed _____

1	2	3	4	5
Appeared to withdraw from group activities to a marked degree even when requested to take part.	Took little part in group activities.	Normally participated within the group.	Displayed leadership ability on several occasions.	Consistently assumed leadership in group activities.

13. TACT
Not observed _____

1	2	3	4	5
Markedly blunt and indiscreet	Occasionally said or did something which induced an unfavorable reaction.	Reasonably discreet.	Had good discernment for the appropriate thing to say or do.	Consistently demonstrated keen perception for fitting speech or conduct.

14. PERSUASIVENESS
Not observed _____

1	2	3	4	5
Did not influence the thinking and actions of others	His opinions rarely affected his associates.	Was fairly successful in selling a point or himself.	Was very good at influencing others by his own personality and thinking.	Was outstanding in ability to command respect and attention through his personality and thinking.

15. COMMON SENSE

Not observed _____

1	2	3	4	5
Displayed lack of common sense.	Displayed inconsistencies in judgment.	Usually displayed sound judgment.	Consistently displayed sound judgment.	Displayed outstanding ability to make sound decisions.

16. ASTUTENESS

Not observed _____

1	2	3	4	5
Appeared glibble and naive.	Lacked adequate skepticism and discernment.	Displayed adequate discernment and skepticism.	Displayed above average perspicacity and skepticism.	Displayed exceptional shrewdness and perspicacity.

17. ABILITY TO LEARN

Not observed _____

1	2	3	4	5
Showed no improvement during course of instruction.	Improvement was slow and laborious.	Assimilated course material in satisfactory fashion.	Showed marked improvement during progress of instruction.	Despite lack of previous experience displayed unusual ability to assimilate course material.

18. ADAPTATION TO TRAINING

Not observed _____

1	2	3	4	5
Did not adjust to training program. Remained disorientated, an outsider.	Accepted training but with reluctance.	Adapted himself to most aspects of training.	Accepted the training situation with good spirit.	Accepted training with obvious enthusiasm.

A rating of 3 in personality traits is considered average for a CIA operations officer.

NOTE: For remarks see page 6.

TRAINING EVALUATION

(STAFF ORIENTATION)

1. The official to whom this report is entrusted is personally responsible for it. Although he may, within his discretion, show it to other members of his staff, the report should never be shown to the student whom it concerns.
2. The report summarizes the test results, observations and opinions of the various instructors for the course listed only. More complete data is available in the files of the Training Division and may be examined after contacting the Records and Scheduling Officer. Any questions as regards the evaluation of this student should be referred to the Chief, Records and Evaluation, TRD.

STUDENT'S NAME Loe Hobart Warren DATE OF REPORT 28 April 1951

TRAINING COURSE STAFF ORIENTATION 2A DIVISION CGS/STC AGE 27 GRADE GS-6

TRAINING PERIOD 2 - 27 April 1951 PROJECTED ASSIGNMENT Clerk

1. PERFORMANCE RECORD. The following grades show the achievement of the student in class problems and examinations. The total possible score is broken down to indicate the relative weighting of various factors. The overall adjectival rating is based on the following scale: 0 to 55% unsatisfactory; 66 to 75% satisfactory; 76 to 85% excellent; 86 to 100% superior.

Problems	Possible Score	Achieved Score	Percentage Score
(1) Editing of information - - - - -	(20)	14.9	75
(2) Reporting of information - - - - -	(20)	29.1	73
(3) Message writing - - - - -	(20)	14.3	72
(4) Interviews: Procurement of information - - - - -	(30)	21.3	71
(5) Interviews: Personality handling - - - - -	(30)	23.2	77
(6) Mapping and sketching - - - - -	(20)	15.7	79
(7) Observation and description - - - - -	(10)	7.9	79
(8) Security Problems - - - - -	(5)	4.3	85
<u>Objective Tests</u>			
(9) Intelligence Tools and Objectives - - - - -	(30)	22.2	74
(10) Reporting Mechanics - - - - -	(20)	16.6	83
(11) USSR and Communism - - - - -	(75)	64.5	86
TOTAL			
	(300)	234.0	78.0
Overall adjectival rating - - - - -	Excellent		

2. TRAIT RECORD. The following indicates the various traits as observed by the instructors during the training period. The observations include the student's participation and conduct in training as well as his reactions to various problems and situations:

1. UNDERSTANDING INSTRUCTIONS
Not observed _____

1	2	3	4	5
Misunderstood instructions completely on more than one occasion.	Was very slow to grasp instructions. Often requested additional explanation or repetition.	Understood instructions if given in detail.	Did not require a detailed explanation.	Grasped instructions quickly, completely, accurately.

2. PLANNING WORK
Not observed _____

1	2	3	4	5
Got in serious difficulty because of failure to plan work.	Planned inadequately for the effective carrying out of a project.	Made plans which did not hinder the satisfactory completion of a project.	Gave evidence of careful, thoughtful planning.	Planned thoroughly, allowed for all contingencies.

3. ATTENDING TO DETAIL
Not observed _____

1	2	3	4	5
Written and oral work suffered seriously from constant inattention to details.	Work frequently marred by careless or imprecise treatment of significant detail.	Work showed acceptable attention to significant detail, but contained a number of minor errors.	Careful handling of significant detail, with occasional lapses of a minor nature.	Work was outstanding for precise, accurate handling of detail at all times.

4. ABILITY TO WRITE
Not observed _____

1	2	3	4	5
Seemed unable to express thoughts clearly or correctly in written form.	Weak in English usage. Frequent grammatical or spelling errors.	Written work mechanically correct, but poorly organized.	Written work showed no significant weakness.	Outstanding in ability to express ideas in clear, correct, coherent manner.

5. PERSEVERING IN EFFORTS
Not observed _____

1	2	3	4	5
Gave up as soon as he met opposition or difficulties in pursuing an objective.	Gave up after several attempts had failed.	Surmounted minor difficulties, but stopped by severe opposition.	Renewed his efforts after a major setback.	Persisted in his efforts to achieve objectives despite repeated set-backs or severe opposition.

SECRET

6. CONSTRUCTIVE IMAGINATION
Not observed _____

1	2	3	4	5
Devoid of imagination or inventiveness in approach to problems.	Showed only a very limited degree of imagination.	Showed sufficient imagination to meet most school situations adequately.	Demonstrated the possession of creative ability to a greater than average degree.	Outstandingly creative, inventive, or original.

7. FACILITY OF ORAL EXPRESSION
Not observed _____

1	2	3	4	5
Unable to express self clearly. Presented ideas in a groping and incoherent fashion.	Lacked fluency or ease in his speech, but meaning usually clear.	Displayed reasonable facility in oral expression.	Spoke confidently, conveying ideas clearly and readily.	Outstanding in fluency and clarity of oral expression.

8. FORCEFULNESS
Not observed _____

1	2	3	4	5
Was not able to project his own personality and ideas to others.	Rarely convinced anyone of his point.	Was fairly successful in selling a point or himself.	Was able to influence or control others through his personality and thinking.	Outstanding in ability to command attention and respect through personal forcefulness.

9. ADAPTATION TO TRAINING
Not observed _____

1	2	3	4	5
Did not adjust to training program. Remained disorientated, an outsider.	Accepted training, but with reluctance.	Adapted himself to most aspects of training.	Accepted the training situation with good spirit.	Accepted training with obvious enthusiasm.

10. TACT
Not observed _____

1	2	3	4	5
Continually alienated others by indiscreet actions or words.	Occasionally said or did something which induced an unfavorable reaction.	Not skilful, but avoided arousing antagonism in dealing with others.	Had good discernment for the appropriate thing to say or do.	Showed keen perception for fitting speech or conduct at all times.

3. REMARKS:

APPROVED.

[Redacted Signature Box]

CHIEF INSTRUCTOR

REVIEWED.

A. RAW TEST DATA

NYC CP

TYPE OF TEST	RAW SCORE	PERC. TILE	TYPE OF TEST	RAW SCORE	PERCEN-TILE	TYPE OF TEST	RAW SCORE	PERCEN-TILE
DIRECTIONS			DIRECTIONS	A	52	AREA INFO (AFFAIRS)		
DAT: CLERICAL			OTIS-HIGHER:	A	66	AREA INFO (PEOPLE)		
SPELLING			GEN. TEST I		68	BENNETT LIBRARY INFO		
SENTENCES			LA-5			CIA CLASSIF. I		
NUMERICAL AB.			FRENCH LL			CIA CLASSIF. II		
ABSTR. REAS.			FRENCH UL			CORR. AND EFF. OF EXP.		
SPACE REL.			GERMAN LL			OSU TEST: FORM		
VERB. REAS.			ITALIAN LL			TECHNICAL READING		
MECH. REAS.			SPANISH LL			WATSON-GLASER:		
SUPV. TEST: FORM						GENERALIZATIONS		
ORAL DIRECTIONS TEST						INFERENCES		
						DISC. ARGUMENTS		
						RECOG. ASSUMPTIONS		
						GEN. LOG. REAS.		
						CONSISTENCY		
						APPL. LOG. REAS.		

DATE	TYPING		SHORTHAND			TOTAL TIME
	GROSS NET ERRORS		1	2	3	
Nov. 50						

B. PERSONAL DATA

AGE	SEX		STATUS				EDUCATION				MAJOR
	M	F	NEW	EMP.	ELEM.	H.SCH.	COL.	DEG.			
26	X		X								Linbocker
NAME (LAST, FIRST, MIDDLE INITIAL)			(5244)				SERVICE GRADE		POSITION		
WILSON, Leo H.							G-5		Intelligence Officer		

TEST RECORD

NOTE: DOTTED LINE REPRESENTS AVERAGE RANKINGS FOR PROFESSIONAL AND TECHNICAL PERSONNEL. SOLID LINE REPRESENTS SUBJECT'S RANKING.			PROFILE														
			T	L	I	2	3	4	A	A	7	R	9	H			
			DIJECTIONS														
			OTIS-HIGHW														
			GEN. TEST I														
			WATSON-GLASER:														
			GENERALIZATION														
			INFERENCES														
			DISC.														
			ARGUMENTS														
			RECOG. ASSUMP.														
			GEN. LOG. REAS.														
			CONSISTENCY														
			APPL. LOG. REAS.														
TYPING																	
SPACES	NET	ERRORS															
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2.																	
3.																	
FOREIGN LANGUAGE READING TESTS																	
LANGUAGE	MEAN SCORE	SUBJECT'S SCORE															
FRENCH CC	40																
FRENCH CC	38																
GERMAN	30																
ITALIAN	37																
SPANISH	35																

37-709 Kimbocker 9 Nov 45

UNITED STATES DEPARTMENT OF AGRICULTURE
BUREAU OF PLANT INDUSTRY

PLANT INDUSTRY
BUREAU OF PLANT INDUSTRY
WASHINGTON, D. C.

1913

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PLANT INDUSTRY	PLANT INDUSTRY	PLANT INDUSTRY

PLANT INDUSTRY BUREAU OF PLANT INDUSTRY

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION		1. DATE OF REQUEST						
2. NAME (Last, First, Middle) Wigren, Lee II.		October 1975						
3. OFFICE DIVISION BRANCH DDO/CI Staff/R&A		4. POSITION TITLE Ops Officer						
		5. GRADE GS-13						
		6. EMPLOYEE'S EXT. 6947						
7. PURPOSE OF EVALUATION								
<input type="checkbox"/> PRE-EMPLOYMENT	<input type="checkbox"/> HHS/TDY	<table border="1"><tr><td>ETA</td></tr><tr><td>STATION</td></tr><tr><td>TDY OR PCS</td></tr><tr><td>TYPE OF COVER</td></tr><tr><td>NO. OF DEPENDENTS TO ACCOMPANY</td></tr><tr><td>NO. OF DEPENDENTS REPORTS OF MEDICAL HISTORY ATTACHED</td></tr></table>	ETA	STATION	TDY OR PCS	TYPE OF COVER	NO. OF DEPENDENTS TO ACCOMPANY	NO. OF DEPENDENTS REPORTS OF MEDICAL HISTORY ATTACHED
ETA								
STATION								
TDY OR PCS								
TYPE OF COVER								
NO. OF DEPENDENTS TO ACCOMPANY								
NO. OF DEPENDENTS REPORTS OF MEDICAL HISTORY ATTACHED								
<input type="checkbox"/> ENTRANCE ON DUTY	<input type="checkbox"/> OVERSEAS ASSIGNMENT							
<input checked="" type="checkbox"/> TDY STANDBY								
<input type="checkbox"/> SPECIAL TRAINING								
<input type="checkbox"/> ANNUAL								
<input type="checkbox"/> RETURN TO DUTY	<input type="checkbox"/> RETURN FROM OVERSEAS	<table border="1"><tr><td>ETA</td></tr><tr><td>STATION</td></tr><tr><td>NO. OF DEP. S</td></tr></table>	ETA	STATION	NO. OF DEP. S			
ETA								
STATION								
NO. OF DEP. S								
<input type="checkbox"/> FITNESS FOR DUTY								
<input type="checkbox"/> MEDICAL RETIREMENT								
8. OVERSEAS PLANNING EVALUATION (One block must be checked)		9. REQUESTING OFFICER						
<input type="checkbox"/> YES								
<input type="checkbox"/> NO								
FROM NO. 1 BUILDING		ROOM NO.						
2C43		11QS						
		4013						

10. COMMENTS
Mr. Wigren is planning to travel 10/24/75 to please expedite.
Mr. Wigren had MPT/PHE in July 1975.

11. REPORT OF EVALUATION
Qualified for TDY Standby until 1 October 1977.

DATE
23 October 1975

S/S
S/S/pro

2

CSC

PHYSICAL QUALIFICATION RECORD

NAME Wigren, Lee	CAUSE OF ACTION ND
TITLE OF POSITION Clerk	GRADE GS-6
DEPARTMENT OR FIELD Dept.	

Subject was found physically fit unfit for duty with this organization in the above grade and position.

RECOMMENDATIONS:

And, o/s duty.

10 Mar 51

DATE

SIGNATURE OF PHYSICAL REQUIREMENTS OFFICER

SECRET
(When Filled In)

PWB

QUALIFICATIONS UPDATE

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING. TYPE OR PRINT. AVOID USING LIGHT COLORED INKS

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 444, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not. Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.

SECTION I BIOGRAPHIC AND POSITION DATA

EMP. SER. NO. 006198	NAME (Last-First-Middle) WIGREN, Lee H.	DATE OF BIRTH 12/01/23	SD D	GRADE 13
-------------------------	--	---------------------------	---------	-------------

SECTION II EDUCATION

HIGH SCHOOL	
LAST HIGH SCHOOL ATTENDED	ADDRESS (City, State, Country)
YEARS ATTENDED (From-To)	GRADUATE <input type="checkbox"/> YES <input type="checkbox"/> NO

COLLEGE OR UNIVERSITY STUDY

NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		YEARS ATTENDED FROM-TO	DEGREE RECEIVED	YEAR RECEIVED	NO. SEM/ QTR. HRS. (Specify)
	MAJOR	MINOR				
1.						
2.						

IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.

TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS

OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS

SECTION III MARITAL STATUS

1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) SPECIFY:

2. NAME OF SPOUSE (Last) (First) (Middle) (Maiden)

3. DATE OF BIRTH

4. PLACE OF BIRTH (City, State, Country)

5. OCCUPATION

6. PRESENT EMPLOYER

7. CITIZENSHIP

8. FORMER CITIZENSHIP(S) COUNTRY(IES)

9. DATE U.S. CITIZENSHIP ACQUIRED

SECTION IV DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE

NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS
1. <input type="checkbox"/> ADD <input type="checkbox"/> DELETE				
2. <input type="checkbox"/> ADD <input type="checkbox"/> DELETE				

FORM 7-69 444n USE PREVIOUS EDITIONS

SECRET

GROUP 1
Excluded from automatic
downgrading and declassification

(4-51)

SECRET
(When Filled In)

SECTION V GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL							
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	ADDITIONAL TRAVEL ON RESIDENCE	DATE & PLACE OF STUDY	KNOWLEDGE ACQUIRED BY - CHECK (X)			
				RESIDENCE	TRAVEL	STUDY	WORK ASSIGNMENT
		SEP 30	8 59 AM '71				
SECTION VI TYPING AND STENOGRAPHIC SKILLS							
1. TYPING (PPM)	2. SHORTHAND (PPM)	3. INDICATE SHORTHAND SYSTEM USED - CHECK (X) APPROPRIATE ITEM					
		<input type="checkbox"/> GREGG <input type="checkbox"/> SPEEDWRITING <input type="checkbox"/> STENOTYPE <input type="checkbox"/> OTHER SPECIFY:					
SECTION VII SPECIAL QUALIFICATIONS							
PROVIDE INFORMATION ON HOBBIES, SPORTS, LICENSES PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED.							
SECTION VIII MILITARY SERVICE							
CURRENT DRAFT STATUS							
1. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED?				2. NEW CLASSIFICATION			
<input type="checkbox"/> YES <input type="checkbox"/> NO							
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS				4. IF DEFERRED, GIVE REASON			
MILITARY RESERVE, NATIONAL GUARD STATUS							
CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG		<input type="checkbox"/> ARMY	<input type="checkbox"/> MARINE CORPS	<input type="checkbox"/> COAST GUARD	<input type="checkbox"/> NATIONAL GUARD		
		<input type="checkbox"/> NAVY	<input type="checkbox"/> AIR FORCE		<input type="checkbox"/> AIR NATIONAL GUARD		
1. CURRENT RANK, GRADE OR RATE	2. DATE OF APPOINTMENT IN CURRENT RANK	3. EXPIRATION DATE OF CURRENT OBLIGATION					
4. CHECK CURRENT RESERVE CATEGORY <input type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY (active) <input type="checkbox"/> STANDBY (inactive) <input type="checkbox"/> RETIRED <input type="checkbox"/> DISCHARGED							
5. MILITARY MOBILIZATION ASSIGNMENT				6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED			
MILITARY SCHOOLS COMPLETED (Extended Active, Reserve Duty, or as Civilian)							
NAME AND ADDRESS OF SCHOOL			STUDY OR SPECIALIZATION	DATE COMPLETED			
					<input type="checkbox"/> RESIDENT		
					<input type="checkbox"/> AGENCY-SPONSORED		
SECTION IX PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS							
NAME AND CHAPTER		ADDRESS (Number, Street, City, State, Country)			DATE OF MEMBERSHIP		
					FROM TO		
SECTION X REMARKS							
NO CHANGES							
DATE		SIGNATURE OF EMPLOYEE					
22 Sep 71		[Signature]					

SECRET

SECRET

(When filled in)

OFFICIAL USE ONLY (until filled in)

llc

QUALIFICATIONS SUPPLEMENT TO PERSONAL HISTORY STATEMENT

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING. TYPE OR PRINT. AVOID USING LIGHT COLORED INKS.

SECTION I - BIOGRAPHIC AND POSITION DATA

1. EMPLOYEE NO. 006198	2. NAME (Last, First, Middle Initial) WIGHELL LEE W	3. SEX M	4. DATE OF BIRTH 12/01/23	5. SCHEDULE GRADE/STEP GS-13-05
6. POSITION TITLE INSTR INTEL	7. OFFICE OF ASSIGNMENT OTR	8. LOCATION (Country, City) WASH., D.C.		

SECTION II - AGENCY OVERSEAS SERVICE

AREA	TYPE TOUR	FROM	TO
AFRICA	TOY-RR	88/10/13	88/11/13

**OVERSEAS DATA
CORRECTED
DATE: 7 AUG 1968
INITIALS: *WJ***

SECTION III - EDUCATION

DEGREE	MAJOR FIELD	COLLEGE	YEAR
B.A.C.H. A.S.T.R.	HISTORY, GENERAL HISTORY, GENERAL	YALE UNIV CONN HARVARD UNIV MASS	47 48

SECRET

GROUP 1
Excluded from automatic
downgrading and declassification

13 AUG 1968 (451)

FORM 10-64
MAY 1967

SECRET

(When Filled In)

SECTION IV GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL							
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	KNOWLEDGE ACQUIRED BY			
				REST DETICED	TRAVEL	STUDY	OTHER ASSIGNMENTS
U.S.S.R.	POLITICAL	_____	TO DATE			X	X
R.E.P. SOUTH AFRICA	POLITICAL / GENERAL	1966 OCT. NOV	SUMMER & FALL 1966		X	X	X

SECTION V
TYPING AND STENOGRAPHIC SKILLS

1. TYPEWRITER (TYP) 2. SHORTHAND (SYM) 3. INDICATE SHORTHAND SYSTEM USED - CHECK IN APPROPRIATE ITEM
 GREGG SPEEDWRITING STENOGRAPH OTHER SPECIFY

4. INDICATE OTHER BUSINESS MACHINES WITH WHICH YOU HAVE HAD OPERATING EXPERIENCE OR TRAINING (computational, mimeograph, card punch, etc.)
 NONE

SECTION VI
SPECIAL QUALIFICATIONS

1. LIST ALL HOBBIES AND SPORTS IN WHICH YOU ARE ACTIVE OR HAVE ACTIVELY PARTICIPATED INDICATE YOUR PROFICIENCY IN EACH
 SWIMMING (PROFICIENT); STAMP COLLECTING

2. EXCLUDING BUSINESS EQUIPMENT OR MACHINES WHICH YOU MAY HAVE LISTED IN ITEM 4, SECTION V, LIST ANY SPECIAL SKILLS YOU POSSESS RELATING TO OTHER EQUIPMENT AND MACHINES SUCH AS OPERATION OF RADIO TRANSMITTERS (indicate CW speed, sending & receiving), OFFSET PRESS, TURRET LATHE, EDP AND OTHER SCIENTIFIC & PROFESSIONAL SERVICES
 NONE

3. ARE YOU NOW OR HAVE YOU EVER BEEN A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION SUCH AS PILOT, ELECTRICIAN, RADIO OPERATOR, TEACHER, LAWYER, CPA, MEDICAL TECHNICIAN, PSYCHOLOGIST, PHYSICIAN, ETC?
 YES NO

4. IF YOU HAVE ANSWERED YES TO ITEM 3 ABOVE, INDICATE KIND OF LICENSE OR CERTIFICATION AND THE ISSUING STATE, MUNICIPALITY, ETC. (Please license registry number if known)

5. FIRST LICENSE/CERTIFICATE (year of issue)

6. LATEST LICENSE/CERTIFICATE (year of issue)

7. LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR (do not submit copy unless requested - INDICATE THE TITLE, PUBLICATION DATE, AND TYPE OF WRITING (non-fiction or scientific articles, general interest subjects, novels, short stories, etc.)

8. INDICATE ANY DEVICES WHICH YOU HAVE INVENTED AND STATE WHETHER OR NOT THEY ARE PATENTED

9. PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE
 OTR TEACHING ASSIGNMENT - LECTURING / BRIEFING ASSIGNMENTS

SECRET

SECRET

When Filled In

SECTION VII

MILITARY SERVICE

CURRENT DRAFT STATUS

1. ARE YOU REGISTERED FOR THE DRAFT? YES NO

2. SELECTIVE SERVICE CLASSIFICATION

3. (GSA) SELECTIVE SERVICE BOARD NUMBER AND ADDRESS

4. IF DEFERRED, GIVE REASON

MILITARY SERVICE RECORD Active Duty Only

1. MILITARY ORGANIZATION (Army, Navy, etc. - specify) **ARMY**

2. BRANCH OF SERVICE

3. DATES OF SERVICE (extended active duty)
FROM **1 FEB 1943** TO **1 FEB 1946**

4. STATUS (Regular, Reserve, etc. - specify)

5. RATE, GRADE OR RATE (at expiration of past service) **S/SGT**

6. SERIAL SERVICE OR FILE NUMBER

7. CHECK TYPE OF SEPARATION

HONORABLE DISCHARGE

RELEASE TO INACTIVE DUTY

RETIREMENT FOR SERVICE

RETIREMENT FOR COMBAT DISABILITY

RETIREMENT FOR AGE

RETIREMENT FOR PHYSICAL DISABILITY

UNDESIRABLE DISCHARGE

OTHER SEPARATION

8. BRIEF DESCRIPTION OF MILITARY DUTIES (record the dates and skills which best describe your work or function in the military service)

MILITARY RESERVE, NATIONAL GUARD STATUS

CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG

ARMY MARINE CORPS COAST GUARD NATIONAL GUARD

NAVY AIR FORCE AIR NATIONAL GUARD

1. CURRENT RATE, GRADE OR RATE

2. DATE OF APPOINTMENT IN CURRENT STATUS

3. EXPIRATION DATE OF CURRENT RESERVE OBLIGATION

4. CHECK CURRENT RESERVE CATEGORY

SPARTAN RESERVE STANDBY (Active) STANDBY (Inactive) REPEL DISCHARGED

5. BRIEF DESCRIPTION OF MILITARY RESERVE DUTIES (record the dates and skills which best describe your work or function in the military service)

6. IF YOU ARE CURRENTLY ASSIGNED TO A RESERVE OR NATIONAL GUARD TRAINING UNIT, IDENTIFY THE UNIT AND ITS ADDRESS

MILITARY SCHOOLS COMPLETED (Active Duty, Reserve Status or as Civilian)

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	DATE COMPLETED	
1.			RESIDENT CORRESPONDENCE AGENCY SPONSORED
2.			RESIDENT CORRESPONDENCE AGENCY SPONSORED
3.			RESIDENT CORRESPONDENCE AGENCY SPONSORED
4.			RESIDENT CORRESPONDENCE AGENCY SPONSORED
5.			RESIDENT CORRESPONDENCE AGENCY SPONSORED

SECRET

SECRET

(When Filled In)

SECTION VIII			AGENCY EMPLOYMENT HISTORY		
1. INCLUSIVE DATES (From-To, by month & year)	2. LOCATION (Country, City)	3. DIRECTORATE OFFICE OR DIVISION, BRANCH			
MAY 1959 - MAY 1965	HEADQUARTERS	DDP/SR			
4. TITLE OF JOB		5. GRADES HELD IN JOB			
CHIEF, RESEARCH BRANCH, C.I. GROUP, SR DIV.		GS-12, GS-13			
6. DESCRIPTION OF DUTIES					
<ul style="list-style-type: none"> - PLANNED & IMPLEMENTED SR DIVISION RESEARCH PROGRAM ON SOVIET INTELLIGENCE - SUPERVISED WORK OF SECTION (LATER BRANCH) WHICH AT MAXIMUM STRENGTH INCLUDED 17 ANALYSIS & CLERKS - EDITED PUBLICATIONS - DIRECTED DISSEMINATION OF PUBLICATIONS TO AGENCY AND U.S. INTEL COMMUNITY CUSTOMERS - CONDUCTED LECTURES & BRIEFINGS FOR U.S. & FOREIGN LIAISON PERSONNEL 					
1. INCLUSIVE DATES (From-To, by month & year)	2. LOCATION (Country, City)	3. DIRECTORATE OFFICE OR DIVISION, BRANCH			
SEPT 1957 - MAY 1959	HQ	DDP/FE/D			
4. TITLE OF JOB		5. GRADES HELD IN JOB			
BIOGRAPHIC OFFICER		GS-11, 12			
6. DESCRIPTION OF DUTIES					
<ul style="list-style-type: none"> - CONDUCTED RESEARCH & PREPARED REPORTS - CONDUCTED EXTERNAL LIAISON - HELPED DEVELOP NEW PROGRAMS - SUPERVISED 11 PERSONNEL 					
1. INCLUSIVE DATES (From-To, by month & year)	2. LOCATION (Country, City)	3. DIRECTORATE OFFICE OR DIVISION, BRANCH			
APRIL 1955 - SEPT 1957	HQ	DDP/WE-1			
4. TITLE OF JOB		5. GRADES HELD IN JOB			
AREA OPS OFFICER		GS-11			
6. DESCRIPTION OF DUTIES					
<ul style="list-style-type: none"> - SUPPORTED ACTIVITIES OF STOCKHOLM STATION 					

SECRET

SECRET

(When filled in)

SECTION VIII					
AGENCY EMPLOYMENT HISTORY (Cont'd)					
1. INCLUSIVE DATES (From-To, by month & year)		2. LOCATION (Country, City)		3. DIRECTORATE OFFICE OR DIVISION, BRANCH	
MAR 1951 - APR 1955		HIC		DDP/ [] S143 *	
4. TITLE OF JOB				5. GRADES HELD IN JOB	
INTELLIGENCE OFFICER				GS-6, 7, 9, 11	
6. DESCRIPTION OF DUTIES					
<p>CONDUCTED RESEARCH</p> <ul style="list-style-type: none"> PREPARED STUDIES ON SOVIET INTELLIGENCE STUDIED RELATIONSHIP OF SOVIET & EAST EUROPEAN INTELLIGENCE SERVICES; PREPARED PAPERS ON SUBJECT; CONDUCTED BRIEFINGS 					
1. INCLUSIVE DATES (From-To, by month & year)		2. LOCATION (Country, City)		3. DIRECTORATE OFFICE OR DIVISION, BRANCH	
4. TITLE OF JOB				5. GRADES HELD IN JOB	
6. DESCRIPTION OF DUTIES					
1. INCLUSIVE DATES (From-To, by month & year)		2. LOCATION (Country, City)		3. DIRECTORATE OFFICE OR DIVISION, BRANCH	
4. TITLE OF JOB				5. GRADES HELD IN JOB	
6. DESCRIPTION OF DUTIES					

30 December 1963

MEMORANDUM FOR THE RECORD

SUBJECT: Certificate of Completion - Midcareer Course No. 1
7 October - 15 November 1963

The attached certificate indicates that Lee H. Wigron, SR, has completed the Agency's Midcareer Course No. 1. This course is one part of the Agency's Midcareer Training Program.

Among other topics, this course covers the functioning of the various components of the Agency, the functioning of other agencies of the U.S. Government, particularly those with intelligence and action responsibilities, and the Agency's relation to them. It also covers foreign, domestic, political and other factors affecting the policies of the U.S. Government.

Lester C. Houck
Lester C. Houck
Chairman
Midcareer Course

SECRET

Valeat Intelligentia Melius



This certifies that

LEE H. WIGREN

has completed the
Midcareer Course

15 November 1963

Matthew Baird

DIRECTOR OF TRAINING

Marshall S. Carter

DEPUTY DIRECTOR OF CENTRAL INTELLIGENCE

PERIODIC SUPPLEMENT PERSONAL HISTORY STATEMENT		THIS DATE 9 FEBRUARY 1954
INSTRUCTIONS		
<p><small>This form provides the means whereby your official personnel records will be kept current. Even though it duplicates information you have furnished previously, it will be necessary for you to complete Sections I through VI in their entirety. You need complete Sections VII through VIII only if there has been a change since you entered on duty with the organization or if you believe the item requires more complete coverage than you have previously reported.</small></p>		
SECTION I GENERAL		
1. FULL NAME (Last-First-Middle) WIGREN, Loe H.		
2. CURRENT ADDRESS (No., Street, City, Zone, State) 15 MODE ST, FAIRFAX, VIRGINIA		3. PERMANENT ADDRESS (No., Street, City, Zone, State) SAME
4. HOME TELEPHONE NUMBER CRESCENT 3-4950	5. STATE, TERRITORY, POSSESSION OR COUNTRY IN WHICH YOU NOW CLAIM RESIDENCE VIRGINIA	
SECTION II PERSON TO BE NOTIFIED IN CASE OF EMERGENCY		
1. NAME (Last-First-Middle) PREFERABLY RESIDING IN U.S. WIGREN, ELLen R		2. RELATIONSHIP Wife
3. HOME ADDRESS (No., Street, City, Zone, State, Country) 15 MODE ST, FAIRFAX, VIRGINIA		
4. BUSINESS ADDRESS (No., Street, City, Zone, State, Country); INDICATE NAME OF FIRM OR EMPLOYER, IF APPLICABLE NA		
5. HOME TELEPHONE NUMBER CR 3-4950	6. BUSINESS TELEPHONE NUMBER NA	7. BUSINESS TELEPHONE EXTENSION NA
8. IN CASE OF EMERGENCY, OTHER CLOSE RELATIVES (Spouse, Mother, Father) MAY ALSO BE NOTIFIED. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE. NOT DESIRABLE		
SECTION III MARITAL STATUS		
1. CHECK (X) ONE: <input checked="" type="checkbox"/> SINGLE <input checked="" type="checkbox"/> MARRIED <input type="checkbox"/> WIDOWED <input type="checkbox"/> SEPARATED <input type="checkbox"/> DIVORCED <input type="checkbox"/> ANNULLED		
2. FURNISH DATE, PLACE AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS NA		
<p><small>SPOUSE: If you have been married more than once, including annulments, use a separate sheet for former wife or husband giving data below for all previous marriages. If marriage is contemplated, provide same data for fiance.</small></p>		
3. NAME (First) (Middle) (Maiden) (Last) (Alice) ELLEN RADCK WIGREN		
4. DATE OF MARRIAGE 27 SEPT 1952		5. PLACE OF MARRIAGE (City, State, Country) WASHINGTON, DC
6. ADDRESS OF SPOUSE BEFORE MARRIAGE (No., Street, City, State, Country) ARLINGTON VIRGINIA		
7. LIVING <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	8. DATE OF DEATH NA	9. CAUSE OF DEATH NA
10. CURRENT ADDRESS (Give last address, if deceased) 15 MODE ST, FAIRFAX, VIRGINIA		
11. DATE OF BIRTH 13 AUGUST 1927		12. PLACE OF BIRTH (City, State, Country) ROANOKe VIRGINIA
13. IF BORN OUTSIDE U.S., DATE OF ENTRY NA		14. PLACE OF ENTRY NA
15. CITIZENSHIP (Country) U.S.		16. DATE ACQUIRED BIRTH
		17. WHERE ACQUIRED (City, State, Country) NA
18. OCCUPATION NO US WIFE		19. PRESENT EMPLOYER (Also give former employer, or if spouse is deceased or unemployed, last two employers) NA
20. EMPLOYER'S OR BUSINESS ADDRESS (No., Street, City, State, Country) NA		

SECTION III CONTINUED TO PAGE 2

SECRET

(When Filled In)

SECTION III CONTINUED FROM PAGE 1

21. DATES OF MILITARY SERVICE OF SPOUSE (From and To) BY MONTH AND YEAR
N/A

22. BRANCH OF SERVICE
N/A

23. COUNTRY WITH WHICH MILITARY SERVICE AFFILIATED
N/A

24. DETAILS OF OTHER GOVERNMENT SERVICE, U.S. OR FOREIGN
N/A

SECTION IV RELATIVES BY BLOOD, MARRIAGE OR ADOPTION LIVING ABROAD OR WHO ARE NOT U.S. CITIZENS

1. FULL NAME (Last-First-Middle) N/A	2. RELATIONSHIP	3. AGE
4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES		
5. CITIZENSHIP (Country)	6. FREQUENCY OF CONTACT	7. DATE OF LAST CONTACT
1. FULL NAME (Last-First-Middle)	2. RELATIONSHIP	3. AGE
4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES		
5. CITIZENSHIP (Country)	6. FREQUENCY OF CONTACT	7. DATE OF LAST CONTACT
1. FULL NAME (Last-First-Middle)	2. RELATIONSHIP	3. AGE
4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES		
5. CITIZENSHIP (Country)	6. FREQUENCY OF CONTACT	7. DATE OF LAST CONTACT
1. FULL NAME (Last-First-Middle)	2. RELATIONSHIP	3. AGE
4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES		
5. CITIZENSHIP (Country)	6. FREQUENCY OF CONTACT	7. DATE OF LAST CONTACT

5. SPECIAL REMARKS, IF ANY, CONCERNING THESE RELATIVES

SECTION V FINANCIAL STATUS

1. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY? YES NO

2. DO YOU HAVE ANY FINANCIAL INTEREST IN, OR OFFICIAL CONNECTION WITH, NON-U.S. CORPORATIONS OR BUSINESSES OR IN OR WITH U.S. CORPORATIONS OR BUSINESSES HAVING SUBSTANTIAL FOREIGN INTERESTS? YES NO IF YOU HAVE ANSWERED "YES," GIVE COMPLETE DETAILS ON A SEPARATE SHEET AND ATTACH IN A SEALED ENVELOPE.

3. DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT, PENSION, OR COMPENSATION FOR MILITARY OR NAVAL SERVICE? YES NO

4. IF YOU HAVE ANSWERED "YES" TO QUESTION 3 ABOVE, GIVE COMPLETE DETAILS.
N/A

5. WITHOUT REFERENCE TO YOUR SALARY, STATE OTHER SOURCES OF RECURRENT INCOME NOT INDICATED BY PRECEDING ITEMS.
N/A

SECTION V CONTINUED TO PAGE 2

SECRET

SECTION X CONTINUED FROM PAGE 4

7. LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR (Do not submit copies unless requested); INDICATE TITLE, PUBLICATION DATE, AND TYPE OF WRITING (Non-fiction, scientific articles, general interest subjects, novels, short stories, etc.)
8. INDICATE ANY DEVICES WHICH YOU HAVE INVENTED AND STATE WHETHER OR NOT THEY ARE PATENTED
9. LIST ANY PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE
10. LIST ANY PROFESSIONAL, ACADEMIC OR HONORARY ASSOCIATIONS OR SOCIETIES IN WHICH YOU ARE NOW OR WERE FORMERLY A MEMBER. LIST ACADEMIC HONORS YOU HAVE RECEIVED.

SECTION XI ORGANIZATION WORK EXPERIENCE - SINCE LAST COMPLETION OF A PERSONNEL QUALIFICATIONS QUESTIONNAIRE

1. INCLUSIVE DATES (From and To)	2. GRADE	3. OFFICE/DIVISION BRANCH OF ASSIGNMENT
Sept 1957	12	IS/D
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
4	INTELLIGENCE OFFICER	
6. DESCRIPTION OF DUTIES		
<ul style="list-style-type: none"> - Supervision of research personnel - Planning & preparation of reports - Assisting in planning of office tasks 		
1. INCLUSIVE DATES (From and To)	2. GRADE	3. OFFICE/DIVISION BRANCH OF ASSIGNMENT
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
6. DESCRIPTION OF DUTIES		
1. INCLUSIVE DATES (From and To)	2. GRADE	3. OFFICE/DIVISION BRANCH OF ASSIGNMENT
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
6. DESCRIPTION OF DUTIES		
1. INCLUSIVE DATES (From and To)	2. GRADE	3. OFFICE/DIVISION BRANCH OF ASSIGNMENT
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
6. DESCRIPTION OF DUTIES		

(Use additional pages if required)

SECRET
(When Filled In)

SECTION III CHILDREN AND OTHER DEPENDENTS

1. NUMBER OF CHILDREN (including step-children and adopted children) WHO ARE UNMARRIED, UNDER 21 YEARS OF AGE, AND ARE NOT SELF-SUPPORTING. 1

2. NUMBER OF OTHER DEPENDENTS (including spouse, parents, stepparents, aunts, etc.) WHO DEPEND ON YOU FOR AT LEAST 50% OF THEIR SUPPORT, OR, CHILDREN OVER 21 YEARS OF AGE WHO ARE NOT SELF-SUPPORTING. 1

3. PROVIDE THE FOLLOWING INFORMATION FOR ALL CHILDREN AND DEPENDENTS

NAME	RELATIONSHIP	YEAR OF BIRTH	SEX		CITIZENSHIP	ADDRESS
			M	F		
CHRISTOPHER L WICKEN	SON	1957	✓		U.S.	15 HODE ST, FRIEKE VA

ADDITIONAL COMMENT AND/OR CONTINUATION OF PRECEDING ITEMS

DATE COMPLETED: 9 February 1959

SIGNATURE OF APPLICANT: *Lee H. Wickens*

SECRET

SECRET
(When Filled In)

1/AC

PERIODIC SUPPLEMENT
PERSONAL HISTORY STATEMENT

THIS DATE
16 May 1957

INSTRUCTIONS

This form provides the means whereby your official personnel records will be kept current. Even though it duplicates information you have furnished previously, it will be necessary for you to complete Sections I through VI in their entirety. You need complete Sections VII through XIII only if there has been a change since you entered on duty with the organization or if you believe the item requires more complete coverage than you have previously reported.

SECTION I GENERAL

1. FULL NAME (Last-First-Middle)
WIGREN, Leo Hobart

2. CURRENT ADDRESS (No., Street, City, Zone, State)
15 Mode Street, Fairfax, Virginia

3. PERMANENT ADDRESS (No., Street, City, Zone, State)
15 Mode Street, Fairfax, Virginia

4. HOME TELEPHONE NUMBER
CHesscot 3-4950

5. STATE, TERRITORY, POSSESSION OR COUNTRY IN WHICH YOU NOW CLAIM RESIDENCE
Virginia

SECTION II PERSON TO BE NOTIFIED IN CASE OF EMERGENCY

1. NAME (Last-First-Middle) PREFERRED RESIDING IN U.S.
WIGREN, Ellen Rader

2. RELATIONSHIP
Wife

3. HOME ADDRESS (No., Street, City, Zone, State, Country)
15 Mode Street, Fairfax, Virginia

4. BUSINESS ADDRESS (No., Street, City, Zone, State, Country); INDICATE NAME OF FIRM OR EMPLOYER, IF APPLICABLE
none

5. HOME TELEPHONE NUMBER
CHesscot 3-4950

6. BUSINESS TELEPHONE NUMBER
none

7. BUSINESS TELEPHONE EXTENSION
none

8. IN CASE OF EMERGENCY, OTHER CLOSE RELATIVES (Spouse, Mother, Father) MAY ALSO BE NOTIFIED. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE.
not desirable

SECTION III MARITAL STATUS (change)

1. CHECK (X) ONE: SINGLE MARRIED WIDDED SEPARATED DIVORCED ANNULLED

2. FURNISH DATE, PLACE AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS
na

WIFE OR HUSBAND: If you have been married more than once, including annulments, use a separate sheet for former wife or husband giving data below for all previous marriages. If marriage is contemplated, provide same data for fiancé.

3. NAME (First) (Middle) (Maiden) (Last)
Alice Ellen Rader WIGREN

4. DATE OF MARRIAGE
27 Sept 1952

5. PLACE OF MARRIAGE (City, State, Country)
Washington, D.C.

6. HIS (OR HER) ADDRESS BEFORE MARRIAGE (No., Street, City, State, Country)
4008 20th Road, North, Arlington, Virginia

7. LIVING YES NO

8. DATE OF DEATH
na

9. CAUSE OF DEATH
na

10. CURRENT ADDRESS (Give last address, if deceased)
15 Mode Street, Fairfax, Virginia

11. DATE OF BIRTH
13 August 1927

12. PLACE OF BIRTH (City, State, Country)
Roanoke, Virginia

13. IF BORN OUTSIDE U.S., DATE OF ENTRY
na

14. PLACE OF ENTRY
na

15. CITIZENSHIP (Country)
U.S.

16. DATE ACQUIRED
birth

17. WHERE ACQUIRED (City, State, Country)
na

18. OCCUPATION
homemaker

19. PRESENT EMPLOYER (Also give former employer, or if spouse is deceased or unemployed, list two employers)
FORMER: Arlington County School Board

20. EMPLOYER'S OR BUSINESS ADDRESS (No., Street, City, State, Country)
Arlington, Virginia

CODED

QUALIFIED FOR
10 JAN 1958
DATE

SECTION III CONTINUED TO PAGE 2

SECRET

(When Filled In)

SECTION III CONTINUED FROM PAGE 1

21. DATES OF MILITARY SERVICE (From and To) BY MONTH AND YEAR From February 1943 to February 1946	
22. BRANCH OF SERVICE Army	23. COUNTRY WITH WHICH MILITARY SERVICE AFFILIATED U.S.
24. DETAILS OF OTHER GOVERNMENT SERVICE, U.S. OR FOREIGN NONE	

SECTION IV RELATIVES BY BLOOD, MARRIAGE OR ADOPTION LIVING ABROAD OR WHO ARE NOT U.S. CITIZENS

1	1. FULL NAME (Last-First-Middle) NA	2. RELATIONSHIP	3. AGE
	4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES		
	5. CITIZENSHIP (Country)	6. FREQUENCY OF CONTACT	7. DATE OF LAST CONTACT
2	1. FULL NAME (Last-First-Middle)	2. RELATIONSHIP	3. AGE
	4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES		
	5. CITIZENSHIP (Country)	6. FREQUENCY OF CONTACT	7. DATE OF LAST CONTACT
3	1. FULL NAME (Last-First-Middle)	2. RELATIONSHIP	3. AGE
	4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES		
	5. CITIZENSHIP (Country)	6. FREQUENCY OF CONTACT	7. DATE OF LAST CONTACT
4	1. FULL NAME (Last-First-Middle)	2. RELATIONSHIP	3. AGE
	4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES		
	5. CITIZENSHIP (Country)	6. FREQUENCY OF CONTACT	7. DATE OF LAST CONTACT

5. SPECIAL REMARKS, IF ANY, CONCERNING THESE RELATIVES

NA

SECTION V FINANCIAL STATUS

1. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY? YES NO

2. IF YOUR ANSWER IS "NO" TO THE ABOVE, STATE SOURCES OF OTHER INCOME

NA

3. BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS	
NAME OF INSTITUTION	ADDRESS (City, State, Country)
Jefferson Federal Savings and Loan Inc.	Washington, D.C.
Riggs National Bank (Thrifftcheck account)	Washington, D.C.

SECTION V CONTINUED TO PAGE 3

SECRET

SECRET

(When Filled In)

SECTION V CONTINUED FROM PAGE 2

4. HAVE YOU EVER BEEN IN, OR PETITIONED FOR, BANKRUPTCY? YES NO

5. IF YOUR ANSWER IS "YES" TO THE ABOVE QUESTION, GIVE PARTICULARS, INCLUDING COURT AND DATE(S)
 NA

6. DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT, PENSION, OR COMPENSATION FOR MILITARY OR NAVAL SERVICE? YES NO

7. IF YOUR ANSWER IS "YES" TO THE ABOVE QUESTION, GIVE COMPLETE DETAILS
 NA

8. DO YOU HAVE ANY FINANCIAL INTEREST IN, OR OFFICIAL CONNECTION WITH, NON-U.S. CORPORATIONS OR BUSINESSES OR IN OR WITH U.S. CORPORATIONS OR BUSINESSES HAVING SUBSTANTIAL FOREIGN INTERESTS? YES NO IF YOU HAVE ANSWERED "YES", GIVE COMPLETE DETAILS ON A SEPARATE SHEET AND ATTACH IN A SEALED ENVELOPE.

CITIZENSHIP

1. PRESENT CITIZENSHIP (Country) U.S. 2. CITIZENSHIP ACQUIRED BY - CHECK (X) ONE: BIRTH MARRIAGE OTHER (Specify):

3. HAVE YOU TAKEN STEPS TO CHANGE YOUR PRESENT CITIZENSHIP? YES NO 4. GIVE PARTICULARS
 NA

5. IF YOU HAVE APPLIED FOR U.S. CITIZENSHIP, INDICATE PRESENT STATUS OF YOUR APPLICATION (Final papers, etc.)
 NA

EDUCATION

1. CHECK (X) HIGHEST LEVEL OF EDUCATION ATTAINED

LESS THAN HIGH SCHOOL GRADUATE	OVER TWO YEARS OF COLLEGE - NO DEGREE
HIGH SCHOOL GRADUATE	BACHELOR'S DEGREE
TRADY, BUSINESS, OR COMMERCIAL SCHOOL GRADUATE	GRADUATE STUDY LEADING TO HIGHER DEGREE
TWO YEARS COLLEGE OR MORE	MASTER'S DEGREE
	DOCTOR'S DEGREE

2. COLLEGE OR UNIVERSITY STUDY

NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		DATES ATTENDED		DEGREE REC'D	DATE REC'D	SEM/STR. HOURS SPECIFY
	MAJOR	MINOR	FROM	TO			
Boston University, Liberal Arts College Boston, Massachusetts	History		Sept 41	Feb 43			
Yale University New Haven, Connecticut	History		July 43	Apr 44			
" " " " " "	"		Mar 46	June 47	A.B.	1947	
Harvard University, Graduate School Cambridge, Massachusetts	History		Sept 47	June 50	A.M.	1948	

3. TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

NAME OF SCHOOL	STUDY OR SPECIALIZATION	DATES ATTENDED		TOTAL MONTHS
		FROM	TO	
NA				

4. MILITARY TRAINING (Full time duty in specialized schools such as Ordnance, Intelligence, Communications, etc.)

NAME OF SCHOOL	STUDY OR SPECIALIZATION	DATES ATTENDED		TOTAL MONTHS
		FROM	TO	
Information & Education School				
Information & Education School Lexington, Virginia	information and education specialist course	October 1944	Nov 1944	1

6. OTHER EDUCATIONAL TRAINING NOT INDICATED ABOVE
 none

SECRET

SECRET
(When Filled In)

SECTION VIII. FOREIGN LANGUAGE ABILITIES															
LANGUAGE	COMPETENCE - IN ORDER LISTED														
	EQUIVALENT TO NATIVE FLUENCY	FLUENT BUT OBVIOUSLY FOREIGN		ADEQUATE FOR RESEARCH		ADEQUATE FOR TRAVEL		LIMITED KNOWLEDGE		NATIVE TO COUNTRY	PROLONGED RESIDENCE	CONTACT (WITH PARENTS ETC.)	ACADEMIC STUDY (ALL LEVELS)		
	H - READ W - WRITE S - SPEAK														
(List below each language in which you possess any degree of competence. Indicate your proficiency to read, write or speak by placing a check (X) in the appropriate boxes)	R	W	S	H	A	S	R	W	S	R	W	S	R	W	S

2. IF YOU HAVE CHECKED "ACADEMIC STUDY" UNDER "HOW ACQUIRED", INDICATE LENGTH AND INTENSIVENESS OF STUDY

3. DESCRIBE YOUR ABILITY TO DO SPECIALIZED LANGUAGE WORK INVOLVING VOCABULARIES AND TERMINOLOGY IN THE SCIENTIFIC, ENGINEERING, TELECOMMUNICATIONS, MILITARY OR ANY OTHER SPECIALIZED FIELD

SECTION IX. GEOGRAPHIC AREA KNOWLEDGE							
1. LIST BELOW ANY FOREIGN REGIONS OR COUNTRIES OF WHICH YOU HAVE KNOWLEDGE GAINED AS A RESULT OF RESIDENCE, TRAVEL, STUDY OR WORK ASSIGNMENT. UNDER COLUMN "TYPE OF SPECIALIZED KNOWLEDGE", INDICATE TYPE OF KNOWLEDGE SUCH AS TERRAIN, COASTS, MOUNTAINS, UTILITIES, RAILROADS, INDUSTRIES, POLITICAL PARTIES, ETC.							
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF RESIDENCE, TRAVEL, ETC.	KNOWLEDGE ACQUIRED BY				
			RESIDENCE	TRAVEL	STUDY	WORK ASSIGNMENT	
	political	na			X	X	
USSR	political				X	X	
Soviet Satellites	political					X	

2. INDICATE THE PURPOSE OF VISIT, RESIDENCE OR TRAVEL FOR EACH OF THE REGIONS OR COUNTRIES LISTED ABOVE

na

SECTION X. TYPING AND STENOGRAPHIC SKILLS					
1. TYPING (W.P.M.)	2. SHORTHAND (W.P.M.)	3. SHORTHAND SYSTEM USED - CHECK (X) APPROPRIATE ITEM			
slight	none	GREGG	SPEEDWRITING	STENOTYPE	OTHER (Specify):
4. INDICATE OTHER BUSINESS MACHINES WITH WHICH YOU HAVE HAD OPERATING EXPERIENCE OR TRAINING (Comptometer, Mimeograph, Card Punch, etc.)					
na					

SECTION XI. SPECIAL QUALIFICATIONS	
1. LIST ALL HOBBIES AND SPORTS IN WHICH YOU ARE ACTIVE OR HAVE ACTIVELY PARTICIPATED. INDICATE YOUR PROFICIENCY IN EACH	
stamp collecting, swimming, tennis	
2. INDICATE ANY SPECIAL QUALIFICATIONS, RESULTING FROM EXPERIENCE OR TRAINING, WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION OR TYPE OF WORK	
research and analysis experience in school and at work	
3. EXCLUDING EQUIPMENT NOTED IN SECTION X, LIST ANY SPECIAL SKILLS YOU POSSESS RELATING TO OTHER EQUIPMENT OR MACHINES SUCH AS OPERATION OF SHORTWAVE RADIO, MULTILITH, TURRET LATHE, SCIENTIFIC AND PROFESSIONAL DEVICES, ETC.	
na	
4. IF YOU ARE A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION (Pilot, Electrician, Radio Operator, Teacher, Lawyer, CPA, Medical Technician, etc.), INDICATE THE KIND OF LICENSE OR CERTIFICATE, NAME OF ISSUING STATE, AND REGISTRY NUMBER, IF KNOWN.	
na	
5. FIRST LICENSE OR CERTIFICATE (Year of issue)	6. LATEST LICENSE OR CERTIFICATE (Year of issue)

SECRET
(When Filled In)

SECTION XI CONTINUED FROM PAGE 4

7. LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR (Do not submit copies unless requested). INDICATE TITLE, PUBLICATION DATE, AND TYPE OF WRITING (Non-fiction, scientific articles, general interest subjects, novels, short stories, etc.)

none

8. INDICATE ANY DEVICES WHICH YOU HAVE INVENTED AND STATE WHETHER OR NOT THEY ARE PATENTED

none

9. LIST ANY PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE

public speaking - high school, college, church

10. LIST ANY PROFESSIONAL, ACADEMIC OR HONORARY ASSOCIATIONS OR SOCIETIES IN WHICH YOU ARE NOW OR WERE FORMERLY A MEMBER. LIST ACADEMIC HONORS YOU HAVE RECEIVED.

NIL

SECTION XII ORGANIZATION WORK EXPERIENCE - SINCE LAST COMPLETION OF A PERSONNEL QUALIFICATIONS QUESTIONNAIRE

1. INCLUSIVE DATES (From and To) Mar 51 - Jan 55	2. GRADE up to GS-9	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT STC/ Soviet Intelligence Branch
---	------------------------	--

4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION none	5. OFFICIAL POSITION TITLE intelligence officer and research analyst
---	---

6. DESCRIPTION OF DUTIES
Research, preparation of case studies and analyses, lecturing. Specialization in intelligence services of Soviet satellites.

1. INCLUSIVE DATES (From and To) Jan 55 - Mar 55	2. GRADE 11	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT SH/CE
---	----------------	--

4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION none	5. OFFICIAL POSITION TITLE intelligence officer
---	--

6. DESCRIPTION OF DUTIES
Same as above -- Branch was transferred

1. INCLUSIVE DATES (From and To) Apr 55 -	2. GRADE 11	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT WE-1 /
--	----------------	---

4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE Intelligence Officer
---	--

6. DESCRIPTION OF DUTIES
Study, guidance and support of operations; preparation and coordination of intelligence and operational reports; preparation of administrative documents; providing support to field stations; Acting desk chief for 3 months.

1. INCLUSIVE DATES (From and To)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
----------------------------------	----------	---

4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE
---	----------------------------

6. DESCRIPTION OF DUTIES

1. INCLUSIVE DATES (From and To)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
----------------------------------	----------	---

4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE
---	----------------------------

6. DESCRIPTION OF DUTIES

(Use additional pages if required)

SECRET
3

SECRET
(When Filled In)

SECTION XIII

CHILDREN AND OTHER DEPENDENTS

1. NUMBER OF CHILDREN (including stepchildren and adopted children) WHO ARE UNMARRIED, UNDER 21 YEARS OF AGE, AND ARE NOT SELF-SUPPORTING.	1	2. NUMBER OF OTHER DEPENDENTS (including spouse, parents, grandparents, sister, etc.) WHO DEPEND ON YOU FOR AT LEAST 50% OF THEIR SUPPORT, OR, CHILDREN OVER 21 YEARS OF AGE, WHO ARE NOT SELF-SUPPORTING.	1
--	---	--	---

NAME	RELATIONSHIP	YEAR OF BIRTH	SEX		CITIZENSHIP	ADDRESS
			M	F		
Christopher Lee Wigron	son	1957	x		US	15 Mode St, Fairfax, Virginia
Ellen Hader Wigron	wife	1927		x	US	same

ADDITIONAL COMMENT AND/OR CONTINUATION OF PRECEDING ITEMS.

Previous addresses:

218 Belmont Avenue, Brockton, Massachusetts -- prior to Agency employment

3200 16th Street NW, Washington, D.C. -- March to July 1951

1616 16th Street, NW, Washington, D.C. -- July 1951 to August 1952

2700 Que Street, NW, Washington, D.C. -- August 1952 to April 1956

DATE COMPLETED <i>16 May 1957</i>	SIGNATURE OF EMPLOYEE <i>[Signature]</i>
--------------------------------------	---

SECRET
(When Filled In)

11-61		LANGUAGE DATA RECORD			
106198					
PART I-GENERAL					
1. NAME (Last-First-Middle)			2. DATE OF BIRTH		
WIGREN, LEE HERBERT			MONTH	DAY	YEAR
DECEMBER			11	1923	
3. LANGUAGE		4. TULAY'S DATE		5.	
SWEDISH		MONTH	DAY	YEAR	<input type="checkbox"/> I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE
73Y		MAY	10	1957	
PART II-LANGUAGE ELEMENTS					
SECTION A. Reading (40)					
1. I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY.					
2. I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY OCCASIONALLY.					
3. I CAN READ TEXTS OF AVERAGE DIFFICULTY (Newspapers, reference materials, etc.), USING THE DICTIONARY FREQUENTLY.					
4. I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FREQUENTLY.					
5. I HAVE NO READING ABILITY IN THE LANGUAGE.					
SECTION B. Writing (42)					
1. I CAN WRITE PERSONAL LETTERS AND SIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONARY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL ERRORS, IN NATIVE STYLE, USING THE DICTIONARY ONLY RARELY.					
2. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL WITH COMPLETE SUCCESS, USING THE DICTIONARY ONLY RARELY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH FEW GRAMMATICAL ERRORS, BUT IN A STYLE WHICH MAY NOT BE NATIVE, USING THE DICTIONARY OCCASIONALLY.					
3. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH OCCASIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY OCCASIONALLY.					
4. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH MANY GRAMMATICAL ERRORS AND IN A HEAVY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY FREQUENTLY.					
5. I CANNOT WRITE IN THE LANGUAGE.					
SECTION C. Pronunciation (43)					
1. MY PRONUNCIATION IS NATIVE.					
2. WHILE NATIVES CAN DETECT AN ACCENT IN MY PRONUNCIATION THEY HAVE NO DIFFICULTY UNDERSTANDING ME.					
3. MY PRONUNCIATION IS OBVIOUSLY FOREIGN, BUT ONLY RARELY CAUSES DIFFICULTY FOR NATIVES TO UNDERSTAND.					
4. MY PRONUNCIATION IS OCCASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND.					
5. I HAVE NO SKILL IN PRONUNCIATION.					
CONTINUE ON REVERSE SIDE					

CONTINUATION OF PART II—LANGUAGE ELEMENTS

SECTION D.

Speaking (43)

1. I SPEAK FLUENTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS; I CONVERSE FREELY AND IDIOMATICALLY IN ALL FIELDS WITH WHICH I AM FAMILIAR.
2. I SPEAK FLUENTLY AND ACCURATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS; I CAN CONVERSE IN MOST FIELDS WITH WHICH I AM FAMILIAR AND I EMPLOY SOME POPULAR SAYINGS, LITERARY QUOTATIONS, AND COMMON PROVERBS.
3. I GET ALONG QUITE WELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSINESS IN PARTICULAR FIELDS.
- (3) I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.
5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.

SECTION E.

Understanding (14)

1. I UNDERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND NEARLY EVERYTHING I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
2. I UNDERSTAND NON-TECHNICAL CONVERSATION ON NEARLY ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MOST OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES, INCLUDING MOST JOKES AND PUNS.
- (3) I UNDERSTAND NEARLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MUCH OF WHAT I HEAR ON THE RADIO, AND AT THE MOVIES, PLAYS, AND LECTURES.
4. I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND SOME OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
5. I AM NOT ABLE TO UNDERSTAND THE SPOKEN LANGUAGE.

BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.

PART III—EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)

1. I HAVE HAD EXPERIENCE AS A TRANSLATOR.
2. I HAVE HAD EXPERIENCE AS AN INTERPRETER.
3. BOTH OF THE ABOVE STATEMENTS APPLY.
- (4) NONE OF THE ABOVE STATEMENTS APPLY.

PART IV—CERTIFICATION

I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. THIS CERTIFICATION CONSTITUTES AN APPLICATION FOR A MAINTENANCE AWARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF REGULATION NO. 25-115, PAR. 10147. I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICIENCY TEST BEFORE I BECOME ELIGIBLE FOR AN AWARD, AND THAT IRRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS WILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.

DATE SIGNED

16 May 1957

SIGNATURE

Robert E. ...

(46)

e

(47)

E

SECRET
(When Filled In)

106-195		LANGUAGE DATA RECORD			
PART I-GENERAL					
1. NAME (Last-First-Middle)			2. DATE OF BIRTH		
WIGREN, LEE HOBERT			MONTH	DAY	YEAR
DECEMBER			1	1923	
3. LANGUAGE		4. TODAY'S DATE		5.	
FRENCH		MONTH	DAY	YEAR	<input type="checkbox"/> I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE
265		NOV	16	1957	
PART II-LANGUAGE ELEMENTS					
SECTION A. Reading (40)					
1. I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY.					
2. I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY OCCASIONALLY.					
3. I CAN READ TEXTS OF AVERAGE DIFFICULTY (newspapers, reference materials, etc.), USING THE DICTIONARY FREQUENTLY.					
4. I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FREQUENTLY.					
5. I HAVE NO READING ABILITY IN THE LANGUAGE.					
SECTION B. Writing (41)					
1. I CAN WRITE PERSONAL LETTERS AND SIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONARY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL ERRORS, IN NATIVE STYLE, USING THE DICTIONARY ONLY RARELY.					
2. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL WITH COMPLETE SUCCESS, USING THE DICTIONARY ONLY RARELY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH FEW GRAMMATICAL ERRORS, BUT IN A STYLE WHICH MAY NOT BE NATIVE, USING THE DICTIONARY OCCASIONALLY.					
3. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH OCCASIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY OCCASIONALLY.					
4. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH MANY GRAMMATICAL ERRORS AND IN A VERY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY FREQUENTLY.					
5. I CANNOT WRITE IN THE LANGUAGE.					
SECTION C. Pronunciation (42)					
1. MY PRONUNCIATION IS NATIVE.					
2. WHILE NATIVES CAN DETECT AN ACCENT IN MY PRONUNCIATION THEY HAVE NO DIFFICULTY UNDERSTANDING ME.					
3. MY PRONUNCIATION IS OBVIOUSLY FOREIGN, BUT ONLY RARELY CAUSES DIFFICULTY FOR NATIVES TO UNDERSTAND.					
4. MY PRONUNCIATION IS OCCASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND.					
5. I HAVE NO SKILL IN PRONUNCIATION.					
CONTINUE ON REVERSE SIDE					

CONTINUATION OF PART II—LANGUAGE ELEMENTS

SECTION D.

Speaking (43)

1. I SPEAK FLUENTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS; I CONVERSE FREELY AND INFORMATIONALLY IN ALL FIELDS WITH WHICH I AM FAMILIAR.
2. I SPEAK FLUENTLY AND ACCURATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS; I CAN CONVERSE IN MOST FIELDS WITH WHICH I AM FAMILIAR AND I EMPLOY SOME POPULAR SAYINGS, LITERARY QUOTATIONS, AND COMMON PROVERBS.
3. I GET ALONG QUITE WELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSINESS IN PARTICULAR FIELDS.
4. I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.
5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.

SECTION E.

Understanding (44)

1. I UNDERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND NEARLY EVERYTHING I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
2. I UNDERSTAND NON-TECHNICAL CONVERSATION ON NEARLY ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MOST OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES, INCLUDING MOST JOKES AND PUNS.
3. I UNDERSTAND NEARLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MUCH OF WHAT I HEAR ON THE RADIO, AND AT THE MOVIES, PLAYS, AND LECTURES.
4. I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND SOME OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
5. I AM NOT ABLE TO UNDERSTAND THE SPOKEN LANGUAGE.

BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.

PART III—EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)

1. I HAVE HAD EXPERIENCE AS A TRANSLATOR.
2. I HAVE HAD EXPERIENCE AS AN INTERPRETER.
3. BOTH OF THE ABOVE STATEMENTS APPLY.
4. NONE OF THE ABOVE STATEMENTS APPLY.

PART IV—CERTIFICATION

I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE AWARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF REGULATION NO. 25-115, PAR. 1C(2). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICIENCY TEST BEFORE I BECOME ELIGIBLE FOR AN AWARD, AND THAT IRRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS WILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.

DATE SIGNED

16 July 1957

SIGNATURE

Lee H. Johnson

(44)

@

100

E

SECRET
(When Filled In)

106198	LANGUAGE DATA RECORD		
PART I-GENERAL			
1. NAME (Last-First-Middle) (11-24)		2. DATE OF BIRTH (27-30)	
WIGKEN, LEO HOBART		December	1 1923
3. LANGUAGE (21-33)	4. TODAY'S DATE (34-39)		5. <input type="checkbox"/> I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE
GERMAN 293	MONTH DAY YEAR	MAY 16 1957	
PART II-LANGUAGE ELEMENTS			
SECTION A. Reading (40)			
1. I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY.			
2. I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY OCCASIONALLY.			
3. I CAN READ TEXTS OF AVERAGE DIFFICULTY (newspapers, reference materials, etc.), USING THE DICTIONARY FREQUENTLY.			
(4) I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FREQUENTLY.			
5. I HAVE NO READING ABILITY IN THE LANGUAGE.			
SECTION B. Writing (41)			
1. I CAN WRITE PERSONAL LETTERS AND SIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONARY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL ERRORS, IN NATIVE STYLE, USING THE DICTIONARY ONLY RARELY.			
2. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL WITH COMPLETE SUCCESS, USING THE DICTIONARY ONLY RARELY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH FEW GRAMMATICAL ERRORS, BUT IN A STYLE WHICH MAY NOT BE NATIVE, USING THE DICTIONARY OCCASIONALLY.			
3. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH OCCASIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY OCCASIONALLY.			
4. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH MANY GRAMMATICAL ERRORS AND IN A VERY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY FREQUENTLY.			
(5) I CANNOT WRITE IN THE LANGUAGE.			
SECTION C. Pronunciation (42)			
1. MY PRONUNCIATION IS NATIVE.			
2. WHILE NATIVES CAN DETECT AN ACCENT IN MY PRONUNCIATION THEY HAVE NO DIFFICULTY UNDERSTANDING ME.			
(3) MY PRONUNCIATION IS OBVIOUSLY FOREIGN, BUT ONLY RARELY CAUSES DIFFICULTY FOR NATIVES TO UNDERSTAND.			
4. MY PRONUNCIATION IS OCCASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND.			
5. I HAVE NO SKILL IN PRONUNCIATION.			
CONTINUE ON REVERSE SIDE			

CONTINUATION OF PART II-LANGUAGE ELEMENTS

SECTION D. Speaking (43)

- 1. I SPEAK FLOUTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS; I CONVERSE FREELY AND IDIOMATICALLY IN ALL FIELDS WITH WHICH I AM FAMILIAR.
- 2. I SPEAK FLOUTLY AND ACCURATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS; I CAN CONVERSE IN MOST FIELDS WITH WHICH I AM FAMILIAR AND I EMPLOY SOME POPULAR SAYINGS, LITERARY QUOTATIONS, AND COMMON PROVERBS.
- 3. I GET ALONG QUITE WELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSINESS IN PARTICULAR FIELDS.
- (4) I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.
- 5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.

SECTION E. Understanding (41)

- 1. I UNDERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND NEARLY EVERYTHING I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
- 2. I UNDERSTAND NON-TECHNICAL CONVERSATION ON NEARLY ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MOST OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES, INCLUDING MOST JOKE'S AND PUNS.
- 3. I UNDERSTAND NEARLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MUCH OF WHAT I HEAR ON THE RADIO, AND AT THE MOVIES, PLAYS, AND LECTURES.
- (4) I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND SOME OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
- 5. I AM NOT ABLE TO UNDERSTAND THE SPORIN LANGUAGE.

BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.

PART III-EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)

- 1. I HAVE HAD EXPERIENCE AS A TRANSLATOR.
- 2. I HAVE HAD EXPERIENCE AS AN INTERPRETER.
- 3. BOTH OF THE ABOVE STATEMENTS APPLY.
- (4) NONE OF THE ABOVE STATEMENTS APPLY.

PART IV-CERTIFICATION

I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE AWARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF REGULATION NO. 25-115, PAR. 1C(4). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICIENCY TEST BEFORE I BECOME ELIGIBLE FOR AN AWARD, AND THAT IRRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS WILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.

DATE SIGNED 16 May 1957	SIGNATURE <i>Lee Hillman</i>
(48)	1475 E

SECRET
(When Filled In)

106198		LANGUAGE DATA RECORD		
PART I-GENERAL				
1. NAME (Last-First-Middle)		2. DATE OF BIRTH		3. YEAR
WICKREN, LEO ROBERT		MONTH	DAY	YEAR
DECEMBER		1	1923	
4. LANGUAGE	5. TODAY'S DATE	6. I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE		
SPANISH 720	MONTH DAY YEAR	<input type="checkbox"/>		
	1947 16 1957			
PART II-LANGUAGE ELEMENTS				
SECTION A. Reading (40)				
1. I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY.				
2. I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY OCCASIONALLY.				
3. I CAN READ TEXTS OF AVERAGE DIFFICULTY (newspapers, reference materials, etc.), USING THE DICTIONARY FREQUENTLY.				
4. I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FREQUENTLY.				
5. I HAVE NO READING ABILITY IN THE LANGUAGE.				
SECTION B. Writing (41)				
1. I CAN WRITE PERSONAL LETTERS AND SIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONARY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL ERRORS, IN NATIVE STYLE, USING THE DICTIONARY ONLY RARELY.				
2. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL WITH COMPLETE SUCCESS, USING THE DICTIONARY ONLY RARELY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH FEW GRAMMATICAL ERRORS, BUT IN A STYLE WHICH MAY NOT BE NATIVE, USING THE DICTIONARY OCCASIONALLY.				
3. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH OCCASIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY OCCASIONALLY.				
4. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH MANY GRAMMATICAL ERRORS AND IN A VERY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY FREQUENTLY.				
5. I CANNOT WRITE IN THE LANGUAGE.				
SECTION C. Pronunciation (42)				
1. MY PRONUNCIATION IS NATIVE.				
2. WHILE NATIVES CAN DETECT AN ACCENT IN MY PRONUNCIATION THEY HAVE NO DIFFICULTY UNDERSTANDING ME.				
3. MY PRONUNCIATION IS OBVIOUSLY FOREIGN, BUT ONLY RARELY CAUSES DIFFICULTY FOR NATIVES TO UNDERSTAND.				
4. MY PRONUNCIATION IS OCCASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND.				
5. I HAVE NO SKILL IN PRONUNCIATION.				
CONTINUE ON REVERSE SIDE				

CONTINUATION OF PART II-LANGUAGE ELEMENTS

SECTION D. Speaking (43)

1. I SPEAK FLUENTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS; I CONVERSE FREELY AND IDIOMATICALLY IN ALL FIELDS WITH WHICH I AM FAMILIAR.
2. I SPEAK FLUENTLY AND ACCURATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS; I CAN CONVERSE IN MOST FIELDS WITH WHICH I AM FAMILIAR AND I EMPLOY SOME POPULAR SAYINGS, LITERARY QUOTATIONS, AND COMMON PROVERBS.
3. I GET ALONG QUITE WELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT POSITIVE BUSINESS IN PARTICULAR FIELDS.
4. I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.
5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.

SECTION E. Understanding (44)

1. I UNDERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND NEARLY EVERYTHING I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
2. I UNDERSTAND NON-TECHNICAL CONVERSATION ON NEARLY ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MOST OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES, INCLUDING MOST JOKES AND PUNS.
3. I UNDERSTAND NEARLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MUCH OF WHAT I HEAR ON THE RADIO, AND AT THE MOVIES, PLAYS, AND LECTURES.
4. I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND SOME OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
5. I AM NOT ABLE TO UNDERSTAND THE SPOKEN LANGUAGE.

BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.

PART III-EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)

1. I HAVE HAD EXPERIENCE AS A TRANSLATOR.
2. I HAVE HAD EXPERIENCE AS AN INTERPRETER.
3. BOTH OF THE ABOVE STATEMENTS APPLY.
4. NONE OF THE ABOVE STATEMENTS APPLY.

PART IV-CERTIFICATION

I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE AWARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF REGULATION NO. 23-115, PAR. 10141. I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICIENCY TEST BEFORE I BECOME ELIGIBLE FOR AN AWARD, AND THAT IRRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS WILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.

DATE SIGNED

16 January 1957

SIGNATURE

Lee H. Wigman

(46)

(47)

SECRET
(When Filled In)

11-61		LANGUAGE DATA RECORD		
106198				
PART I-GENERAL				
1. NAME (Last-First-Middle) (1-24)			2. DATE OF BIRTH (25-30)	
WIGREN, LEO HOBART			MONTH	DAY YEAR
			DECEMBER	1 1923
3. LANGUAGE (31-33)		4. TODAY'S DATE (34-37)		5.
RUSSIAN (54)		MONTH	DAY YEAR	<input type="checkbox"/> I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE
		MAY	16 1957	
PART II-LANGUAGE ELEMENTS				
SECTION A. Reading (40)				
1. I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY.				
2. I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY OCCASIONALLY.				
3. I CAN READ TEXTS OF AVERAGE DIFFICULTY (newspapers, reference materials, etc.), USING THE DICTIONARY FREQUENTLY.				
(4) I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FREQUENTLY.				
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MY PRONUNCIATION IS OBVIOUSLY FOREIGN, BUT ONLY RARELY CAUSES DIFFICULTY FOR NATIVES TO UNDERSTAND.				
4. MY PRONUNCIATION IS OCCASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND.				
5. I HAVE NO SKILL IN PRONUNCIATION.				
CONTINUE ON REVERSE SIDE				

CONTINUATION OF PART II—LANGUAGE ELEMENTS

Speaking (43)

SECTION D.

1. I SPEAK FLUENTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS; I CONVERSE FREELY AND IDIOMATICALLY IN ALL FIELDS WITH WHICH I AM FAMILIAR.
2. I SPEAK FLUENTLY AND ACCURATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS; I CAN CONVERSE IN MOST FIELDS WITH WHICH I AM FAMILIAR AND I EMPLOY SOME POPULAR SAYINGS, LITERARY QUOTATIONS, AND COMMON PROVERBS.
3. I GET ALONG QUITE WELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSINESS IN PARTICULAR FIELDS.
4. I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.
5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.

Understanding (44)

SECTION E.

1. I UNDERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND NEARLY EVERYTHING I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
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4. I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND SOME OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
5. I AM NOT ABLE TO UNDERSTAND THE SPOKEN LANGUAGE.

BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.

PART III—EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)

1. I HAVE HAD EXPERIENCE AS A TRANSLATOR.
2. I HAVE HAD EXPERIENCE AS AN INTERPRETER.
3. BOTH OF THE ABOVE STATEMENTS APPLY.
4. NONE OF THE ABOVE STATEMENTS APPLY.

PART IV—CERTIFICATION

I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE AWARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF REGULATION NO. 25-115, PAR. 1C(4). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICIENCY TEST BEFORE I BECOME ELIGIBLE FOR AN AWARD, AND THAT IRRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS WILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.

DATE SIGNED

16 May 1957

SIGNATURE

L. H. [Signature]

(46)

S

1477

E

SECRET

NAME Leo H. Nigren DATE 31 May 1956

IN CASE OF EMERGENCY PLEASE NOTIFY:

NAME Mrs. Leo H. Nigren RELATIONSHIP wife

ADDRESS 15 Hoda Street, Fairfax, Virginia

TELEPHONE Crescent 3-4950

WE FILE

SECRET

INSTRUCTIONS: In order to prevent delay in consideration of your application, answer every question on this form clearly and completely. Type name or print in INK. In applying for a specific United States Civil Service examination, read the examination announcement carefully and follow all directions. If you are applying for a WRITTEN examination, follow the instructions on the admission card regarding disposition of this application. If you are applying for an UNWRITTEN examination, mail this application to the office named in the announcement. Be sure to mail to the same office and at the same time as the announcement. Notify the office with which you file this application of any change in your address.

1. NAME OF EXAMINATION OR KIND OF POSITION APPLIED FOR
CENTRAL INTELLIGENCE AGENCY

2. OFFICE (if mentioned in examination announcement)

3. PLACE OF EMPLOYMENT APPLIED FOR (City and State) 4. DATE OF EXAMINATION
WASHINGTON D. C. OCT. 5, 1950

5. NAME (First name) (Middle) (Last) (Last)
Lee Robert Wiggett

6. (A) STREET AND NUMBER OR R.F.D. NUMBER
618 Belmont Avenue
 (B) CITY OR POST OFFICE (including postal zone) AND STATE
Brockton Massachusetts

7. LEGAL OR USUAL RESIDENCE (State) 8. (A) DATE OF BIRTH (B) HOME PHONE
Massachusetts 4602-W

9. DATE OF BIRTH (month, day, year) 10. MARRIED SINGLE
December 1, 1925

11. PLACE OF BIRTH (city and State; if born outside U.S., name city and country)
Brockton, Massachusetts

12. MALE FEMALE (A) HEIGHT WITHOUT SHOES **5 FEET 0 INCHES** (B) WEIGHT **150 POUNDS**

14. (A) HAVE YOU EVER BEEN EMPLOYED BY THE FEDERAL GOVERNMENT? YES NO
 (B) IF SO, GIVE LAST GRADE AND DATE OF LAST CHANGE IN GRADE
GS-6 #3450

DO NOT WRITE IN THIS BLOCK
 For Use of Civil Service Commission Only

APPROVED MATERIAL SUBMITTED ENTERED REGISTER
 NOT APPROVED RETURNED

NOTATIONS

APPROVED:

OPTION	GRADE	EARNED RATING	PREFER- ENCY	AUGM. RATING
			<input type="checkbox"/> 5 POINTS (TENT.)	
			<input type="checkbox"/> 10 POINTS	
			<input type="checkbox"/> WIFE OR WIDOW	
			<input type="checkbox"/> DISAL.	
			<input type="checkbox"/> BEING INVESTIGATED	

INITIALS AND DATE

15. (A) WHAT IS THE LOWEST ENTRANCE SALARY YOU WILL ACCEPT PER YEAR. You will not be considered for any position with a lower entrance salary.
3,000.00

(B) CHECK IF YOU WILL ACCEPT SHORT TERM APPOINTMENT IF OFFERED, FOR
 1 TO 3 MONTHS 3 TO 6 MONTHS 6 TO 12 MONTHS

NOTE: Acceptance or refusal of a temporary short-term appointment will not affect your opportunity to obtain a probational appointment.

(C) IF YOU ARE WILLING TO TRAVEL, SPECIFY:
 OCCASIONALLY FREQUENTLY CONSTANTLY

(D) CHECK IF YOU WILL ACCEPT APPOINTMENT IF OFFERED.
 IN WASHINGTON, D. C. ANYWHERE IN THE UNITED STATES
 OUTSIDE THE UNITED STATES

(E) IF YOU WILL ACCEPT APPOINTMENT IN CERTAIN LOCATIONS ONLY, GIVE ACCEPTABLE LOCATIONS

16. EXPERIENCE. It is important for you to furnish all information requested below in sufficient detail to enable the Civil Service Commission and the appointing officers of agencies to give you full credit to determining your qualifications. Use a separate block for each position. Start with your present position and work back, explaining clearly the principal tasks which you performed in each position, accounting for all periods of unemployment. Experience gained more than 15 years ago which is not pertinent to the work for which you are applying may be summarized in one or more of the blocks. If your duties changed materially while working for the same employer, use a separate block to describe each position. You may include any pertinent religious, civic, welfare, or organizational activity which you have performed, either with or without compensation, showing the number of hours per week and weeks per year in which you were engaged in such activity. Military experience should be described in the space below in its proper sequence.

(a) If you were ever employed in any position under a name different from that shown in Item 5 of this application, give under "Description of your work" for each position, the name used.

(b) If you have never been employed or are now unemployed, indicate that fact in the space provided below for "Present Position."

PRESENT POSITION

DATE OF EMPLOYMENT (month, year)	EXACT TITLE OF YOUR PRESENT POSITION	CLASSIFICATION GRADE (if in Federal Service)	SALARY OR EARNINGS: STARTING, \$ PER MONTH
FROM: TO PRESENT TIME	Assistant		
PLACE OF EMPLOYMENT (city and State)	NAME AND TITLE OF IMMEDIATE SUPERVISOR		
NAME AND ADDRESS OF EMPLOYER (firm, organization, or person, if Federal, name department, bureau or establishment, and address)	KIND OF BUSINESS OR ORGANIZATION (e.g., wholesale silk, insurance agency, manufacture of books, etc.)		
NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU	REASON FOR DESIRING TO CHANGE EMPLOYMENT		

DESCRIPTION OF YOUR WORK
 Since discharge from the Army, 11 Feb. 1946, I have been a student at Yale (until June 1947), and at Harvard (since 1947 to date). Under provisions of the G.I. Bill, details of my studies are to be found elsewhere on this form.

② DATE OF EMPLOYMENT (month, year) FROM <u>Sept 1946</u> TO <u>Feb 1947</u>		EXACT TITLE OF YOUR POSITION <u>Indexer</u>		CLASSIFICATION GRADE (if in Federal service) <u>GS-11</u>		SALARY OR EARNINGS STARTING \$ <u>5,100</u> PER <u>MO</u> FINAL \$ <u>5,100</u> PER <u>MO</u>	
PLACE OF EMPLOYMENT (city and State) <u>Yale University</u>				NAME AND TITLE OF IMMEDIATE SUPERVISOR <u>Editorial Society</u>			
NAME AND ADDRESS OF EMPLOYER (firm, organization, or person; if Federal, name department, bureau or establishment, and division) <u>Yale University</u> <u>170 G. Wall Street, Editor, Yale Manuscript Collection</u>				KIND OF BUSINESS OR ORGANIZATION (e.g., wholesale silk, insurance agency, manufacturer of locks, etc.) <u>Yale's Westgate Collection</u>			
NAME AND KIND OF EMPLOYER SUPERVISOR BY WHOM <u>(G. Wall Street, Editor, Yale Manuscript Collection)</u>				REASON FOR LEAVING <u>None</u>			
DESCRIPTION OF YOUR WORK <u>While on a part-time job (16 hours per week) through which I carried out of my own and heard at college, I catalogued and indexed books and other material in connection with the Yale edition of the correspondence of George Washington. Dr. Lewis was general editor, but worked under the supervision of Dr. Robert Smith of the staff. This was a relatively uninteresting in English history. It provided an opportunity to participate in a large-scale historical project.</u>							
③ DATE OF EMPLOYMENT (month, year) FROM <u>Apr 1944</u> TO <u>Feb 1946</u>		EXACT TITLE OF YOUR POSITION <u>Information and Education Specialist</u>		CLASSIFICATION GRADE (if in Federal service) <u>GS-11</u>		SALARY OR EARNINGS STARTING \$ <u>4,200</u> PER <u>MO</u> FINAL \$ <u>4,200</u> PER <u>MO</u>	
PLACE OF EMPLOYMENT (city and State) <u>Camp Dickert, Virginia</u>				NAME AND TITLE OF IMMEDIATE SUPERVISOR <u>Carlton W. Venable, Jr.</u>			
NAME AND ADDRESS OF EMPLOYER (firm, organization, or person; if Federal, name department, bureau or establishment, and division) <u>Post Information & Education Office</u> <u>Camp Dickert, Virginia</u>				KIND OF BUSINESS OR ORGANIZATION (e.g., wholesale silk, insurance agency, manufacturer of locks, etc.) <u>None</u>			
NAME AND KIND OF EMPLOYER SUPERVISOR BY WHOM <u>Carlton W. Venable, Jr.</u>				REASON FOR LEAVING <u>None</u>			
DESCRIPTION OF YOUR WORK <u>I helped organize the non-military education and information program at Camp Dickert. I prepared material for, and personally conducted lectures and discussions on history, current events, the U.S., and its allies, and the enemy. I trained and supervised other lecturers, and prepared material for their use. I published a daily news sheet for the camp, and articles for the weekly newspaper, and broadcast daily news summaries. I maintained a library of current information material on general war information centers. I also maintained a special library of correspondence courses (details on extra sheet).</u>							
④ DATE OF EMPLOYMENT (month, year) FROM <u>Apr 1944</u> TO <u>Apr 1944</u>		EXACT TITLE OF YOUR POSITION <u>Unit Information and Education Clerk</u>		CLASSIFICATION GRADE (if in Federal service) <u>GS-11</u>		SALARY OR EARNINGS STARTING \$ <u>4,200</u> PER <u>MO</u> FINAL \$ <u>4,200</u> PER <u>MO</u>	
PLACE OF EMPLOYMENT (city and State) <u>Camp Dickert, Virginia</u>				NAME AND TITLE OF IMMEDIATE SUPERVISOR <u>I. F. Condit</u>			
NAME AND ADDRESS OF EMPLOYER (firm, organization, or person; if Federal, name department, bureau or establishment, and division) <u>Supply Station, Hq. Detachment</u> <u>2025 Camp Dickert, Virginia</u>				KIND OF BUSINESS OR ORGANIZATION (e.g., wholesale silk, insurance agency, manufacturer of locks, etc.) <u>None</u>			
NAME AND KIND OF EMPLOYER SUPERVISOR BY WHOM <u>I. F. Condit</u>				REASON FOR LEAVING <u>promotion (to ③ above)</u>			
DESCRIPTION OF YOUR WORK <u>While a clerk in this unit, I was assigned the duty of maintaining unit information for the Information and Education program. I conducted two or three hourly lectures or discussions on history, current events, and other topics under the supervision of the Post Information and Education Office, and attended briefings at that office. I maintained a unit information center in correspondence courses available through the U.S.A.R. As a result of this work I was promoted to the position of Information and Education Specialist when that position was created (see ③ above).</u>							

Lee Edward Wigren
 118 Belmont Avenue
 Brockton, Massachusetts

PERSONAL HISTORY FOR THE W 10, Block 8:

(Information & Education Holisted Specialist, Aug, 1944 - Feb, 1946)

- A. After completing the Army Specialized Training Program course in Russian area and language studies, I was assigned to the 116th Infantry, 7th Division, then at Camp Pickett, Va. While with that unit, I conducted "orientation" lectures covering world news and background material on the war (April-May 1944). *my limited service status, but no disability*
- B. Because of my limited-service status, I was transferred to the Supply Section, Headquarters Detachment, 1318 SQD, at Camp Pickett. While a clerk in that unit, I performed the duties of a unit Info & Education lecturer -- lecturing on history and current events, maintaining maps and bulletins on the battle areas, and enrolling soldiers in correspondence courses. As a result of this work (May-July 1944), I was promoted to be Info & Education Non-Commissioned Officer in the Post Info & Education Office.
- C. The Post Information & Education Office was charged with the duty of planning, producing, and disseminating war information and non-military education for all troops permanently stationed at Camp Pickett and for a large hospital on the grounds. The purpose of this program was to help the troops to understand why and what we were fighting, and to understand their role in that fight. It was morale building through information.

As Non-Commissioned Officer for the Info & Education Office, I performed both administrative and functional duties. I aided in the development and execution of the policies and content of the education program, and was in immediate charge of the weekly instructional program. The following are the duties which I performed:

1. Prepared material for use in weekly lectures or discussions which all troops were required to attend.
 - Info & Education Branch in Washington supplied topical information for use in these classes. I expanded, revised, or supplemented it to suit it to the needs of our camp.
2. Trained men to conduct lectures in each of 12 to 14 units; briefed them on prepared material each week; and inspected their classes.
 - Each company or unit was required to have one or more men with suitable education or experience to conduct weekly classes on history and current events under the direction of the Info & Education Office. At briefing conferences, I discussed with them the topic for the following week, suggested means of presentation, and described general policies to be followed. I made periodic inspection visits to classes conducted by these men.
3. Lectured or conducted several discussions each week.
 - The topics of these classes were the same as those conducted by other men: basic U.S. and world history, current events, background material on the war, the relation of the U.S. to its allies, the enemy, and the role of the individual soldier. These classes contained from 75 to 100 men each, with all educational levels represented.

Les Robert Eignen
 112 Belmont Avenue
 Brockton, Massachusetts

ADDITIONAL MATERIAL FOR ITEM # 16, Block 3 (continued):
 (Information & Education Enlisted Specialist, Aug, 1944 - Feb, 1946)

4. Designed and prepared displays for War Information Centers in camp libraries, and in post headquarters. Developed visual aides for classroom use.
 - Displays consisted of pictures, posters, maps, and explanatory material dealing with various topics such as: The German Army, Growth of the Japanese Empire, Nazism, etc. Their purpose was to give a graphic presentation of background information concerning the war. The display at post headquarters also had maps and news items dealing with battle areas.
5. Compiled and edited daily news sheet, broadcast daily news summaries, and wrote articles on current events for camp newspaper.
 - At my suggestion, the news disseminating media at Camp Pickett were expanded by establishment of the news sheet and news broadcasts. The news sheet contained late news bulletins, factual background material, and some editorials. The news sheet and broadcasts were necessitated by the remoteness of the camp.
6. Did educational counselling and encouraged enrollments in correspondence courses offered by United States Armed Forces Institute.
7. Maintained close cooperation with camp newspaper staff, Public Relations Office, the Special Services Office, and the Intelligence Officer.

I believe that my work as Non-Commissioned Officer in the Post Information & Education Office at Camp Pickett, Virginia, from August 1944 to February 1946 would be valuable to the Central Intelligence Agency.

The job was given to me as a promotion. I received special training for it at the School for Personnel Services, Washington and Lee University, Lexington, Virginia. While performing the duties of this job, I received promotions in rank from Private First Class to Staff Sergeant. During the closing months of my service, I was in complete charge of the office in the absence of any full-time Info & Education Officer.

As the result of my work, I was invited to attend a conference of the Info & Education officers and non-commissioned officers of the Third Service Command at Edgerwood Arsenal, Maryland, and to address that conference on educational and counselling problems. Since my discharge was in process at that time, I was unable to attend. Upon discharge, I received a special commendation for my work from Colonel H.C. Paullin, Commanding Officer of Camp Pickett, and a letter of recommendation from my superior.

(Copies of these letters, orders, and commendations will be submitted if necessary.)

Robert Wigton
117 Belmont Avenue
Brockton, Massachusetts

ADDITIONAL EDUCATION FOR ITEM #17:

1. Army Specialized Training Program, Russian area & language course
(Yale University, July 1943 - April 1944)

After completing basic training in June 1943, I was sent to the examination center at Georgetown University to be tested for entrance into the Army Specialized Training Program.

On the basis of a language aptitude test, I was sent to Yale to take the A.S.T.P. course in Russian area and language studies. This was a nine-month course running from July 1943 through March 1944. I completed the course with grades of "dean's list" rating, and received a certificate of completion of the course.

The program of study included courses in Russian history, geography, literature, and culture; modern European history; and Far Eastern history. Special lecturers from the Commerce Department, Lend Lease, and other agencies spoke to our classes occasionally.

Much attention was devoted to study of the Russian language. Classroom work, consisting of grammar, practice reading, and conversation occupied seventeen hours of our schedule each week. This was equivalent to about three years of normal language work.

2. School for Personnel Services, Course for Information & Education
Enlisted Assistants (Washington & Lee U., Lexington, Va. Oct-Nov 1944)

In order to be better prepared for work as Post Information and Education Non-Commissioned Officer at Camp Pickett, Virginia, I was sent to take the one-month course for Info & Education Enlisted Specialists, October and November 1944.

This course was prepared by the War Department, and conducted by military personnel. It presented material to be used in the preparation of Info & Education programs in camps, it suggested methods of presentation, and it provided practical experience in assessing and dealing with "orientation program" problems.

Some of the topics covered in lectures and discussions were:

Ideas as Weapons	Know the Enemy
Group Leadership Principles	Know our Allies
Morale Factors	Know the U.S.A.
Global Warfare	Teaching Methods

In addition, movies and visual aids were demonstrated.

Upon completion of this course (with a grade of Excellent), I received a certificate, and a Military Occupational Specialty Classification of: MOS 2274 (Information and Education Enlisted Specialist).

Robert Wigren
115 Belmont Avenue
Brookton, Massachusetts

ADDITIONAL MATERIAL FOR FORM #18 (EDUCATION):

- A. I attended Boston University, College of Liberal Arts from September 1941 until February 17, 1943. On the latter date, I was called to active duty with the Army Enlisted Reserve Corps after completing one and one-half years (three semesters) of work. My intention had been to major in history.

Among the subjects which I studied were:

- | | |
|----------------------------------|----------------------|
| -History of Western Civilization | -Astronomy |
| -United States History | -English Composition |
| -American Government | -English Bible |
| -Comparative Government | -French |
| -General Economics | -Spanish |
| -Psychology | |

- B. After basic training in the Army, I was sent to Georgetown University (June 1943), to take qualifying examinations for the Army Specialized Training Program. As a result, I was sent to Yale to study in the ASTP Russian Language and area course (curriculum #71). This course covered the following subjects:

- | | |
|--|-----------------------------|
| -Russian History___3 terms | -European History___3 terms |
| -Russian Geography___2 terms | -Far East History___1 term |
| -Russian Literature
and Customs___1 term | |
| -Russian Language___3 terms
(intensive course, 17 hours of class work per week) | |

This course was taught by regular instructors at Yale with full college standards maintained. I received a certificate for successful completion of this course. I also received one year of academic credit for this work.

- C. Upon discharge from service in February 1946, I entered Yale for the spring term, and majored in history. I was graduated from Yale in June 1947. Among the subjects I studied at Yale were:

- United States History
- American Thought & Civilization
- U.S. Diplomatic History
- History of the Contemporary World
- Senior Essay: "The Interchurch World Movement and the Steel Strike of 1919".
- Moral and Political Philosophy
- American Government in Transition
- American Immigration
- Public Opinion and Propaganda
- Greek Classics
- English Literature
- The New Testament
- German

(continued on next page)

Lee M. Wigren
 218 Belmont Avenue
 Brockton, Massachusetts

ADDITIONAL MATERIAL FOR ITEM #12 (UNIVERSITY CONTINUED):

D. In September, 1947, I entered Harvard Graduate School of Arts and Sciences again to major in History. In June 1948, I received a degree of Bachelor of Arts. Since then, I have done two years of additional graduate work toward a degree of Doctor of Philosophy. My studies in graduate school included:

- Ancient Greek History
- English History from 1688
- U.S. Colonial History
- History of the Westward Movement
- Seminar: The New Deal: "The Communist Party in the New Deal Period"
- Seminar on the West: "The Attitude of Massachusetts Democracy toward Populism in the 1850s"
- American Literature
- Directed reading in American History
- Directed reading in English History

In addition, I audited the following courses:

- The Immigrant in American History
- Government Regulation of Industry
- U.S. Intellectual History
- American Social & Cultural History
- The British Empire
- European Intellectual History in the 15th and 16th Centuries

I also attended a course of lectures on college teaching.

(Transcripts of school records will be supplied if needed.)
 (Educational recommendations may be obtained from:
 Miss Florence Leach
 Graduate Placement Office
 Harvard University
 Cambridge, Massachusetts)

⑤ DATES OF EMPLOYMENT (month, year)
 FROM June 1941 to Nov 1941
 PLACE OF EMPLOYMENT (city and State) Brockton, Mass.

CLASSIFIED GRADE (if in Federal Service) _____
 SALARY OR EARNINGS STARTING \$ 2.31 PER hr.
 FINAL \$ 2.65 PER hr.

NAME AND TITLE OF IMMEDIATE SUPERVISOR Frank Donovan, Gen. Mgr. of production dept.

NAME AND ADDRESS OF EMPLOYER (firm, organization, or person, if Federal, name department, bureau or establishment, and division)
 Atlantic & Pacific Tea Co.,
 100 State St., Brockton, Mass. (MR. JACK EDWARDS)
 NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU Gen. mgr.

REASON FOR LEAVING Resigned for better job

DESCRIPTION OF YOUR WORK
 This was part-time work as warehouse and during summer vacations I sold vacation tickets to the production department of this large grocery store.

If more space is required, use a continuation sheet (Standard Form No. 58) or a sheet of paper the same size as this page. Write on each sheet your name, address, date of birth, and examination title. Attach to each of this application.

17. MILITARY TRAINING In the space below, describe any training received in the Armed Services (not already listed under item 16) that would assist in any special service which you intend to perform. Detailed information regarding training received, such as hours per week. Detailed information regarding any special service which you intend is especially important. (Extra space may be used to give full descriptions.)

DATES		LOCATION	DESCRIPTION OF TRAINING
FROM	TO		
July 1941	April 1942	Yale University, New Haven, Conn.	Army Specialized Training Program, Russian & language study (curriculum #71) (details on extra sheet)
Oct. 1941	Nov. 1941	Washington & Lee University, Lexington, Va.	U. S. School for Personnel Services, course for Information & Education of enlisted assistants (details on extra sheet)

18. EDUCATION (Circle highest grade completed):
 1 2 3 4 5 6 7 8 9 10 11 12

MARK (X) THE APPROPRIATE BOX TO INDICATE SATISFACTORY COMPLETION OF
 ELEMENTARY SCHOOL SENIOR HIGH SCHOOL SENIOR HIGH SCHOOL

(C) NAME AND LOCATION OF COLLEGE OR UNIVERSITY

NAME AND LOCATION	MAJOR AND SPECIALTY	DATES ATTENDED	YEARS COMPLETED	DEGREES CONFERRED	SEMESTER HOURS CREDIT
		FROM TO	DAY NIGHT	TITLE DATE	
Boston University, Boston, Mass.	HISTORY	1941 1942	1		
Yale University, New Haven, Conn.	"	1942 1943	2	A.B. 1947	
Harvard University, Cambridge, Mass.	"	1947 1950	3	A.M. 1948	

(D) LIST YOUR CHIEF UNDERGRADUATE COLLEGE SUBJECTS

SUBJECTS STUDIED	YEARS COMPLETED
	DAY NIGHT
HISTORY, EUROPEAN, U.S., RUSSIAN, & OTHER	48
Govt. Public Opinion & Propaganda	12

(E) LIST YOUR CHIEF GRADUATE COLLEGE SUBJECTS

SUBJECTS STUDIED	YEARS COMPLETED
	DAY NIGHT
HISTORY, GREEK, ENGLISH, American Literature	30
	6

(F) OTHER TRAINING, SUCH AS VOCATIONAL, BUSINESS, STUDY COURSES GIVEN THROUGH THE ARMED FORCES INSTITUTE (show name and location of school) OR "IN-SERVICE TRAINING" IN PUBLIC OR PRIVATE EMPLOYMENT

None

19. INDICATE YOUR KNOWLEDGE OF FOREIGN LANGUAGES

LANGUAGE	READING		SPEAKING		UNDERSTANDING	
	ENG.	FR.	GER.	SPAN.	ITAL.	OTHER
French		X			X	2
Russian		X			X	2

20. IF YOU HAVE TRAVELED OR RESIDED IN ANY FOREIGN COUNTRY, INDICATE (1) NAMES OF COUNTRIES, (2) DATES AND LENGTH OF TIME SPENT THERE AND (3) REASON OR PURPOSE (e.g., military service, business, education, recreation)

None

21. LIST ANY SPECIAL SKILLS YOU POSSESS AND MACHINES AND EQUIPMENT YOU CAN USE, SUCH AS OPERATION OF SHORT-WAVE RADIO, MULTITHREAD COMPUTERS, ALTY-PUNCH, TURRET LATHES, SCIENTIFIC OR PROFESSIONAL DEVICES

None

22. ARE YOU NOW OR HAVE YOU EVER BEEN A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION (such as pilot, electrician, radio operator, teacher, lawyer, CPA, etc.)

YES NO GIVE KIND OF LICENSE AND STATE:

FIRST LICENSE OR CERTIFICATE (YEAR)

LATEST LICENSE OR CERTIFICATE (YEAR)

23. GIVE ANY SPECIAL QUALIFICATIONS NOT COVERED ELSEWHERE IN YOUR APPLICATION SUCH AS:

(A) YOUR MORE IMPORTANT PUBLICATIONS (do not submit copies unless requested)
 (B) YOUR PATENTS OR INVENTIONS
 (C) PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE
 (D) MEMBERSHIP IN PROFESSIONAL OR SCIENTIFIC SOCIETIES, ETC.
 (E) HONORS AND FELLOWSHIPS RECEIVED

C. - Community Fund speaker
 - Winner, 10th District American Legion Oratorical Contest
 - Class President Boston University 1942-43

APPROXIMATE NUMBER OF WORDS PER MINUTE IN TYPING SHORTHAND

APPLICATION FOR FEDERAL EMPLOYMENT

INSTRUCTIONS: In order to prevent delay in consideration of your application, answer every question on this form clearly and completely. Type name or print in INK. In applying for a specific United States Civil Service examination, read the examination announcement carefully and follow all directions. If you are applying for a WRITTEN examination, follow the instructions on the address card regarding disposition of this application. If you are applying for an ORAL examination, mail this application to the office named in the announcement. Be sure to mail to the same office any other forms required by the announcement. Notify the office with which you file this application of any change in your address.

1. NAME OF EXAMINATION OR KIND OF POSITION APPLIED FOR
CENTRAL INTELLIGENCE AGENCY

2. "OPTIONAL" (if mentioned in examination announcement)

3. PLACE OF EMPLOYMENT APPLIED FOR (City and State)
WASHINGTON D. C.

4. DATE OF THIS APPLICATION
OCT. 5, 1950

5. NAME (First name) (Middle) (Last)
Lee Robert Wignen

6. (A) STREET AND NUMBER OR R. D. NUMBER
218 Belmont Avenue
(B) CITY OR POST OFFICE (including postal zone) AND STATE
Brockton, Massachusetts

7. LEGAL OR VOTING RESIDENCE (State) (A) OFFICE PHONE (B) HOME PHONE
Massachusetts **4402-71**

9. DATE OF BIRTH (month, day, year)
December 1, 1927

10. MARRIED SINGLE

11. PLACE OF BIRTH (city and State; if born outside U. S., name city and country)
Brockton, Massachusetts

12. MALE FEMALE (A) HEIGHT WITHWAY SHOES: **5 FEET 9 INCHES** (B) WEIGHT: **150 POUNDS**

14. (A) HAVE YOU EVER BEEN EMPLOYED BY THE FEDERAL GOVERNMENT? YES NO
(B) IF SO, GIVE LAST GRADE AND DATE OF LAST CHANGE IN GRADE
GS-6 #3450

DO NOT WRITE IN THIS BLOCK
For Use of Civil Service Commission Only

APPROVED SUBMITTED ENROLL REGISTER
 NOT APPROVED RETURNED

APPROVED:

OPTION	GRADE	EARNED PAYING	PREFER. ENCL. POINTS (TENT.)	AUGM. RATING
			<input type="checkbox"/> 5	
			<input type="checkbox"/> 10	
			<input type="checkbox"/> WIFE OR WIDOW	
			<input type="checkbox"/> DISAL.	
			<input type="checkbox"/> BEING INVESTIGATED	

INITIALS AND DATE

15. (A) WHAT IS THE LOWEST ENTRANCE SALARY YOU WILL ACCEPT? **\$5,000 PER YEAR**
You will not be considered for any position with a lower entrance salary.

(B) CHECK IF YOU WILL ACCEPT SHORT-TERM APPOINTMENT IF OFFERED, FOR:
 1 TO 3 MONTHS 3 TO 6 MONTHS 6 TO 12 MONTHS

NOTE: Acceptance or refusal of a temporary short-term appointment will not affect your opportunity to obtain a probational appointment.

(C) IF YOU ARE WILLING TO TRAVEL, SPECIFY:
 OCCASIONALLY FREQUENTLY CONSTANTLY

(D) CHECK IF YOU WILL ACCEPT APPOINTMENT, IF OFFERED:
 IN WASHINGTON, D. C. ANYWHERE IN THE UNITED STATES
 OUTSIDE THE UNITED STATES

(E) IF YOU WILL ACCEPT APPOINTMENT IN CERTAIN LOCATION(S) ONLY, GIVE ACCEPTABLE LOCATION(S).

16. EXPERIENCE It is important for you to furnish all information requested below in sufficient detail to enable the Civil Service Commission and the appointing officers of agencies to give you full credit in determining your qualifications. Use a separate block for each position. Start with your present position and work back, explaining clearly the principal tasks which you performed in each position, accounting for all periods of unemployment for which you are applying may be summarized in one or more of the blocks. If your duties changed materially while working for the same employer, use a separate block to describe each position. You may include any pertinent religious, civic, welfare, or organizational activity which you have performed, either with or without compensation, showing the number of hours per week and weeks per year in which you were engaged in such activity. Military experience should be described in the spaces below in its proper sequence.

(a) If you were ever employed in any position under a name different from that shown in Item 5 of this application, give under "Description of your work" for each position, the name used.

(b) If you have never been employed or are now unemployed, indicate that fact in the space provided below for "Present Position."

1. PRESENT POSITION

DATES OF EMPLOYMENT (month, year)	EXACT TITLE OF YOUR PRESENT POSITION	CLASSIFICATION GRADE (if in Federal Service)	SALARY OR EARNINGS: STARTING, \$ PER PRESENT, \$ PER
FROM: TO PRESENT TIME	Student		
PLACE OF EMPLOYMENT (city and State)	NAME AND TITLE OF IMMEDIATE SUPERVISOR	KIND OF BUSINESS OR ORGANIZATION (e. g., wholesale silk, insurance agency, manufacture of locks, etc.)	
NAME AND ADDRESS OF EMPLOYER (firm, organization, or person; if Federal, name department, bureau or establishment, and division)	NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU	REASON FOR DESIRING TO CHANGE EMPLOYMENT	
DESCRIPTION OF YOUR WORK Since discharge from the Army, 11 Feb. 1946, I have been a student at Yale (until June 1947), and at Harvard (Sept. 1947 to date) under provisions of the G. I. Bill. Details of my studies are to be found elsewhere on this form.			

PERSONAL HISTORY STATEMENT

Instructions: 1. Answer all questions completely. If question is *not* applicable write "NA." Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.

2. Type, print, or write carefully; illegible or incomplete forms will not receive consideration.

HAVE YOU READ AND DO YOU UNDERSTAND THE INSTRUCTIONS? Yes (Yes or No)

SEC. 1. PERSONAL BACKGROUND

A. FULL NAME Mr. LEE HOBART WIGREN Telephones
Office EX-5115
Ext. 2712
Home DE-1488
(Use No Initials) (First) (Middle) (Last)

PRESENT ADDRESS 2700 QUE ST NW WASHINGTON D.C. U.S.A.
(St. and Number) (City) (State) (Country)

PERMANENT ADDRESS 219 BELMONT AVE BRISTOL MASS U.S.A.
(St. and Number) (City) (State) (Country)

B. NICKNAME _____ WHAT OTHER NAMES HAVE YOU USED? _____

_____ UNDER WHAT CIRCUMSTANCES HAVE YOU EVER USED THESE NAMES? _____

HOW LONG? _____ IF A LEGAL CHANGE GIVE PARTICULARS _____

C. DATE OF BIRTH _____ PLACE OF BIRTH _____
(Where?) (By what authority?)
(City) (State) (Country)

D. PRESENT CITIZENSHIP _____ BY BIRTH? _____ BY MARRIAGE? _____
(Country)

BY NATURALIZATION CERTIFICATE NO. _____ ISSUED _____ BY _____
(Date) (Country)

AT _____
(City) (State) (Country)

HAVE YOU HAD A PREVIOUS NATIONALITY? _____
(Yes or No) (Country)

HELD BETWEEN WHAT DATES? _____ TO _____ ANY OTHER NATIONALITY? _____
(Country)

GIVE PARTICULARS _____

HAVE YOU TAKEN STEPS TO CHANGE PRESENT CITIZENSHIP? _____ GIVE PARTICULARS: _____

E. IF BORN OUTSIDE U. S. WHEN DID YOU FIRST ARRIVE IN THIS COUNTRY?

PORT OF ENTRY? ON PASSPORT OF WHAT COUNTRY?

LAST U. S. VISA (Number) (Type) (Place of Issue) (Date of Issue)

SEC. 2. PHYSICAL DESCRIPTION

AGE SEX HEIGHT WEIGHT
EYES HAIR COMPLEXION SCARS
BUILD OTHER DISTINGUISHING FEATURES

SEC. 3. MARITAL STATUS

A. SINGLE MARRIED DIVORCED WIDOWED

STATE DATE, PLACE, AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS

B. WIFE OR HUSBAND (IF YOU HAVE BEEN MARRIED MORE THAN ONCE—INCLUDING ANNULMENTS—USE A SEPARATE SHEET FOR FORMER WIFE OR HUSBAND GIVING DATA REQUIRED BELOW FOR ALL PREVIOUS MARRIAGES.)

NAME OF SPOUSE Alice (First) Ellen (Middle) Rozer (Maiden) Wharen (Last) September 27 1952

PLACE AND DATE OF MARRIAGE Washington, District of Columbia Arlington United States

HIS (OR HER) ADDRESS BEFORE MARRIAGE 4008 - Twentieth Street, N.W. Arlington, Virginia United States

LIVING OR DECEASED Living DATE OF DECEASE CAUSE

PRESENT, OR LAST, ADDRESS 2700 Que Street, Washington, D.C. USA

DATE OF BIRTH August 13, 1914? PLACE OF BIRTH Seaside, Virginia USA

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY

CITIZENSHIP WHEN ACQUIRED? WHERE? (City) (State) (Country)

OCCUPATION Teacher LAST EMPLOYER Arlington County School Board

EMPLOYER'S OR BUSINESS ADDRESS School Board Arlington Virginia USA

MILITARY SERVICE FROM TO BRANCH OF SERVICE

COUNTRY DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN

(As of 28 Sept 52)

(4)

OCCUPATION LAST EMPLOYER

EMPLOYER'S OR OWN BUSINESS ADDRESS (St. and Number) (City) (State) (Country)

MILITARY SERVICE FROM TO BRANCH OF SERVICE

COUNTRY DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN

SEC. 7. BROTHERS AND SISTERS (Including half-, step-, and adopted brothers and sisters):

1. FULL NAME (First) (Middle) (Last) AGE

PRESENT ADDRESS (St. and Number) (City) (State) (Country) (Citizenship)

2. FULL NAME (First) (Middle) (Last) AGE

PRESENT ADDRESS (St. and Number) (City) (State) (Country) (Citizenship)

3. FULL NAME (First) (Middle) (Last) AGE

PRESENT ADDRESS (St. and Number) (City) (State) (Country) (Citizenship)

4. FULL NAME (First) (Middle) (Last) AGE

PRESENT ADDRESS (St. and Number) (City) (State) (Country) (Citizenship)

5. FULL NAME (First) (Middle) (Last) AGE

PRESENT ADDRESS (St. and Number) (City) (State) (Country) (Citizenship)

SEC. 8. FATHER-IN-LAW

FULL NAME William Cecil Rader (First) (Middle) (Last)

LIVING OR DECEASED Living DATE OF DECEASE CAUSE

PRESENT, OR LAST, ADDRESS Nace, Virginia (City) (State) (Country) USA (Citizenship)

DATE OF BIRTH Aug 23 1903 PLACE OF BIRTH Nace, Virginia

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY

CITIZENSHIP U.S. WHEN ACQUIRED? BIRTH WHERE? (City) (State) (Country)

OCCUPATION Farmer LAST EMPLOYER

SEC. 9. MOTHER-IN-LAW

FULL NAME Baulah Sara Kedar
(First) (Middle) (Last)

LIVING OR DECEASED Living DATE OF DECEASE _____ CAUSE _____

PRESENT, OR LAST, ADDRESS _____
(St. and Number) (City) (State) (Country) Waco, Virginia 22711

DATE OF BIRTH Jan 11, 1924 PLACE OF BIRTH Waco, Virginia

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY _____

CITIZENSHIP U.S. WHEN ACQUIRED? Birth WHERE? _____
(City) (State) (Country)

OCCUPATION Teacher LAST EMPLOYER County School Board

SEC. 10. RELATIVES BY BLOOD, MARRIAGE OR ADOPTION, WHO EITHER LIVE ABROAD OR WHO ARE NOT CITIZENS OF THE UNITED STATES:

1. NAME _____ RELATIONSHIP NONE AGE _____

CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)

2. NAME _____ RELATIONSHIP _____ AGE _____

CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)

3. NAME _____ RELATIONSHIP _____ AGE _____

CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)

SEC. 11. RELATIVES BY BLOOD OR MARRIAGE IN THE MILITARY OR CIVIL SERVICE OF THE U.S. OR OF A FOREIGN GOVERNMENT: NONE

1. NAME _____ RELATIONSHIP _____ AGE _____

CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)

TYPE AND LOCATION OF SERVICE (IF KNOWN) _____

2. NAME _____ RELATIONSHIP _____ AGE _____

CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)

TYPE AND LOCATION OF SERVICE (IF KNOWN) _____

3. NAME _____ RELATIONSHIP _____ AGE _____

CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)

TYPE AND LOCATION OF SERVICE (IF KNOWN) _____

FORM NO. 1 SEP 1952



PERSONAL HISTORY STATEMENT

- Instructions:
1. Answer all questions completely. If question does not apply write "not applicable." Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.
 2. Type, print or write carefully; illegible or incomplete forms will not receive consideration.

HAVE YOU READ AND DO YOU UNDERSTAND THE INSTRUCTIONS? YES
Yes or No

SEC. 1. PERSONAL BACKGROUND

Telephone: _____
Office: NONE
Home: 4402-W

A. FULL NAME Mr. LEE HOBART WIGREN Office: NONE
(Use No. (Use No. Mr. Mrs. Miss) Middle Last Ext. NONE

PRESENT ADDRESS 218 BELMONT AV., BROCKTON, MASSACHUSETTS U.S.A.
St. & No. City State Country

PERMANENT ADDRESS 218 BELMONT AV., BROCKTON, MASSACHUSETTS U.S.A.
St. & No. City State Country

D. NICKNAME SONNY WHAT OTHER NAMES HAVE YOU USED? NONE

_____ UNDER WHAT CIRCUMSTANCES HAVE YOU EVER USED THESE NAMES? NOT APPLICABLE

HOW LONG? _____ IF A LEGAL CHANGE, GIVE PARTICULARS _____
NOT APPLICABLE

C. DATE OF BIRTH DEC. 1, 1923 PLACE OF BIRTH BROCKTON, MASS., U.S.A.
Where? By What Authority City State Country

E. PRESENT CITIZENSHIP U.S.A. BY BIRTH? YES BY MARRIAGE? _____
Country

BY NATURALIZATION CERTIFICATE # _____ ISSUED _____ BY _____
Date Court

AT NOT APPLICABLE _____
City State Country

HAVE YOU HAD A PREVIOUS NATIONALITY? NO
Yes or No Country

HELD BETWEEN WHAT DATES? _____ TO _____ ANY OTHER NATIONALITY? _____
Country

GIVE PARTICULARS NOT APPLICABLE

HAVE YOU TAKEN STEPS TO CHANGE PRESENT CITIZENSHIP? NO GIVE PARTICULARS: _____

E. IF BORN OUTSIDE U.S. WHEN DID YOU FIRST ARRIVE IN THIS COUNTRY? NOT APPLICABLE

PORT OF ENTRY? _____ ON PASSPORT OF WHAT COUNTRY? _____

LAST U.S. VISA _____
Number Type Place of Issue Date of Issue

SEC. 2. PHYSICAL DESCRIPTION

AGE 26 yrs, 11 mos SEX MALE HEIGHT 5'9" WEIGHT 150 lbs.
EYES BLUE HAIR LIGHT BROWN COMPLEXION FAIR SCARS NONE
BUILD MEDIUM OTHER DISTINGUISHING FEATURES MOLE ON LEFT ARM AT ELBOW

SEC. 3. MARITAL STATUS

A. SINGLE YES MARRIED _____ DIVORCED _____ WIDOWED _____

STATE DATE, PLACE, AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS
NOT APPLICABLE

B. WIFE OR HUSBAND (IF YOU HAVE BEEN MARRIED MORE THAN ONCE -- INCLUDE ANNULMENTS -- USE A SEPARATE SHEET FOR FORMER WIFE OR HUSBAND GIVING DATA REQUIRED BELOW FOR ALL PREVIOUS MARRIAGES.)

NAME OF SPOUSE NOT APPLICABLE
First Middle Maiden Last

PLACE AND DATE OF MARRIAGE _____

HIS (OR HER) ADDRESS BEFORE MARRIAGE _____
St. & No. City State Country

LIVING OR DECEASED _____ DATE OF DECEASE _____ CAUSE _____

PRESENT, OR LAST, ADDRESS _____
St. & No. City State Country

DATE OF BIRTH _____ PLACE OF BIRTH _____
City State Country

IF BORN OUTSIDE U.S. INDICATE DATE AND PLACE OF ENTRY _____

CITIZENSHIP _____ WHEN ACQUIRED? _____ WHERE? _____
City State Country

OCCUPATION _____ LAST EMPLOYER _____

EMPLOYER'S OR BUSINESS ADDRESS _____
St. & No. City State Country

MILITARY SERVICE FROM _____ TO _____ BRANCH OF SERVICE _____
Date Date

COUNTRY _____ DETAILS OF OTHER GOV'T. SERVICE, U.S. OR FOREIGN _____

NOT APPLICABLE

SEC. 4. CHILDREN OR DEPENDENTS (Include partial dependents) NONE

NOT APPLICABLE

1. NAME NOT APPLICABLE RELATIONSHIP _____ AGE _____
 CITIZENSHIP _____ ADDRESS _____
St. & No. City State Country

2. NAME _____ RELATIONSHIP _____ AGE _____
 CITIZENSHIP _____ ADDRESS _____
St. & No. City State Country

3. NAME _____ RELATIONSHIP _____ AGE _____
 CITIZENSHIP _____ ADDRESS _____
St. & No. City State Country

SEC. 5. FATHER (Give the same information for stepfather and/or guardian on a separate sheet)

FULL NAME AUGUST HERMAN WIGREN
First Middle Last

LIVING OR DECEASED LIVING DATE OF DECEASE _____ CAUSE _____

PRESENT, OR, LAST, ADDRESS 218 BELMONT AV., BROCKTON, MASS., U.S.A.
St. & No. City State Country

DATE OF BIRTH 1887 PLACE OF BIRTH CHICAGO, ILLINOIS U.S.A.
City State Country

IF BORN OUTSIDE U.S. INDICATE DATE AND PLACE OF ENTRY NOT APPLICABLE

CITIZENSHIP U.S.A. WHEN ACQUIRED? BIRTH WHERE? _____
City State Country

OCCUPATION HIGH SCHOOL TEACHER LAST EMPLOYER SCHOOL DEPT., BROCKTON, MASS.

EMPLOYER'S OR OWN BUSINESS ADDRESS HIGH SCHOOL, BROCKTON, MASS., U.S.A.
St. & No. City State Country

MILITARY SERVICE FROM JULY 1917 TO AUG 1919 BRANCH OF SERVICE ARMY
Date Date

COUNTRY U.S.A. DETAILS OF OTHER GOVT SERVICE, U.S. OR FOREIGN.
MASS. STATE GUARD, 1ST LIEUT., 1942-45.

SEC. 6. MOTHER (Give the same information for stepmother on a separate sheet)

FULL NAME IDA CAROLINE (HALLQUIST) WIGREN
First Middle Last

LIVING OR DECEASED LIVING DATE OF DECEASE _____ CAUSE _____

PRESENT, OR, LAST, ADDRESS 218 BELMONT AV., BROCKTON, MASS., U.S.A.
St. & No. City State Country

DATE OF BIRTH 1892 PLACE OF BIRTH QUINCY, MASS.

CITIZENSHIP U.S.A. WHEN ACQUIRED? BIRTH WHERE? _____
City State Country

IF BORN OUTSIDE U.S. INDICATE DATE AND PLACE OF ENTRY NOT APPLICABLE

OCCUPATION HOUSEWIFE LAST EMPLOYER _____
EMPLOYER'S OR OWN BUSINESS ADDRESS _____
MILITARY SERVICE FROM _____ TO _____ BRANCH OF SERVICE _____
COUNTRY _____ DETAILS OF OTHER GOV'T SERVICE, U.S. OR FOREIGN. _____

SEC. 7. BROTHERS AND SISTERS (Including half-, step-, and adopted brothers and sisters)

1. FULL NAME RUSSELL HERMAN WIGREN AGE 20
First Middle Last
PRESENT ADDRESS 218 BELMONT AV., SAUCATON, MASS. U.S.A.
St. & No. City State Country Citizenship
2. FULL NAME _____ AGE _____
First Middle Last
PRESENT ADDRESS _____
St. & No. City State Country Citizenship
3. FULL NAME _____ AGE _____
First Middle Last
PRESENT ADDRESS _____
St. & No. City State Country Citizenship
4. FULL NAME _____ AGE _____
First Middle Last
PRESENT ADDRESS _____
St. & No. City State Country Citizenship
5. FULL NAME _____ AGE _____
First Middle Last
PRESENT ADDRESS _____
St. & No. City State Country Citizenship

SEC. 8. FATHER-IN-LAW NOT APPLICABLE

FULL NAME _____
First Middle Last
LIVING OR DECEASED _____ DATE OF DECEASE _____ CAUSE _____
PRESENT, OR LAST, ADDRESS _____
St. & No. City State Country
DATE OF BIRTH _____ PLACE OF BIRTH _____
IF BORN OUTSIDE U.S. INDICATE DATE AND PLACE OF ENTRY _____
CITIZENSHIP _____ WHEN ACQUIRED? _____ WHERE? _____
City State Country
OCCUPATION _____ LAST EMPLOYER _____

SEC. 9. MOTHER-IN-LAW NOT APPLICABLE

FULL NAME _____
First Middle Last
LIVING OR DECEASED _____ DATE OF DECEASE _____ CAUSE _____
PRESENT, OR LAST, ADDRESS _____
St. & No. City State Country
DATE OF BIRTH _____ PLACE OF BIRTH _____
IF BORN OUTSIDE U.S. INDICATE DATE AND PLACE OF ENTRY _____
CITIZENSHIP _____ WHEN ACQUIRED? _____ WHERE? _____
City State Country
OCCUPATION _____ LAST EMPLOYER _____

SEC. 10. RELATIVES BY BLOOD, MARRIAGE OR ADOPTION, WHO EITHER LIVE ABROAD OR WHO ARE NOT CITIZENS OF THE UNITED STATES: NONE

1. NAME NONE RELATIONSHIP _____ AGE _____
CITIZENSHIP _____ ADDRESS _____
St. & No. City State Country
2. NAME _____ RELATIONSHIP _____ AGE _____
CITIZENSHIP _____ ADDRESS _____
St. & No. City State Country
3. NAME _____ RELATIONSHIP _____ AGE _____
CITIZENSHIP _____ ADDRESS _____
St. & No. City State Country

SEC. 11. RELATIVES BY BLOOD OR MARRIAGE IN THE MILITARY OR CIVIL SERVICE OF THE U.S. OR OF A FOREIGN GOVERNMENT.

1. NAME STEPHEN P. ANDERSEN RELATIONSHIP HUSBAND OF MY FATHER'S COUSIN AGE 55
CITIZENSHIP U.S. ADDRESS 4509 7th St, NW, WASHINGTON D.C.
St. & No. City State
TYPE AND LOCATION OF SERVICE (IF KNOWN) U.S. DEPT. OF COMMERCE
2. NAME _____ RELATIONSHIP _____ AGE _____
CITIZENSHIP _____ ADDRESS _____
St. & No. City State
TYPE AND LOCATION OF SERVICE (IF KNOWN) _____
3. NAME _____ RELATIONSHIP _____ AGE _____
CITIZENSHIP _____ ADDRESS _____
St. & No. City State
TYPE AND LOCATION OF SERVICE (IF KNOWN) _____

6

SEC. 12 EDUCATION

ELEMENTARY SCHOOL WHITMAN SCHOOL ADDRESS BROCKTON, MASS. U.S.A.
CITY STATE COUNTRY
DATES ATTENDED 1928-1937 GRADUATE? YES

HIGH SCHOOL SEXTON HIGH SCHOOL ADDRESS BROCKTON, MASS. U.S.A.
CITY STATE COUNTRY
DATES ATTENDED 1937-1941 GRADUATE? YES

COLLEGE YALE UNIVERSITY ADDRESS NEW HAVEN, CONN. U.S.A.
CITY STATE COUNTRY
DATES ATTENDED _____ DEGREE A.B. (1947)

COLLEGE HARVARD UNIVERSITY ADDRESS CAMBRIDGE, MASS. U.S.A.
CITY STATE COUNTRY
DATES ATTENDED 1947-1950 DEGREE A.M. (1950)
AND WORK TOWARD PH.D.

DATE OF BIRTH _____
AGE _____
PAGES 12-14

SEC. 13. MILITARY, NAVAL OR OTHER GOV'T SERVICE - U.S. OR FOREIGN

U.S.A. ARMY S/SGT 17 FEB 1943 TO 11 FEB 1946
Country Service Rank Dates of Service
CAMP PICKETT, VA [REDACTED] HONORABLE
Last Station [REDACTED] Type of Discharge

REMARKS: WAR MEMBER OF ARMY ENLISTED RESERVE, FROM NOV 1942 TO 17 FEB 1943
SELECTIVE SERVICE BOARD NUMBER 28 ADDRESS COURT HOUSE, BROCKTON, MASS.
IF DEFERRED GIVE REASON NOT APPLICABLE
INDICATE MEMBERSHIP IN MILITARY RESERVE ORGANIZATIONS NONE

SEC. 14) CHRONOLOGICAL HISTORY OF EMPLOYMENT FOR PAST 15 YEARS. ACCOUNT FOR ALL PERIODS. INCLUDE CASUAL EMPLOYMENT. INCLUDE ALSO PERIODS OF UNEMPLOYMENT. GIVE ADDRESSES AND STATE WHAT YOU DID DURING PERIODS OF UNEMPLOYMENT. LIST LAST POSITION FIRST.

SEE
EXTRA
SHEET
FIRST

1. FROM MARCH 1946 TO SEPTEMBER 1950

SINCE MY DISCHARGE FROM THE ARMY, (11 FEB. 1946), I HAVE BEEN A STUDENT AT YALE (UNTIL JUNE 1947) AND AT HARVARD (SEPT 1947- SEPT 1950) UNDER PROVISIONS OF P.L. #346 - THE G.I. BILL. DETAILS OF MY STUDY ARE TO BE FOUND UNDER ITEM #12 OF THIS FORM.

2. FROM SEPT 1946 TO JUNE 1947

EMPLOYING FIRM OR AGENCY EDITORIAL STAFF,
YALE EDITION OF THE CORRESPONDENCE
OF HORACE WALPOLE
(YALE UNIVERSITY)

ADDRESS STERLING MEMORIAL LIBRARY, NEW HAVEN, CONN. U.S.A.
St. & No. City State Country
 KIND OF BUSINESS SCHOLARSHIP RESEARCH NAME OF SUPERVISOR MR. WARREN SMITH
 TITLE OF JOB INDEXER (PART-TIME) WARD SALARY \$ 143.75 Total 12 HRS PER PER WEEK
 YOUR DUTIES PART-TIME TO EARN PART OF BOARD AT COLLEGE. I INDEXED
+ CATALOGUED LETTERS IN CONNECTION WITH YALE EDITION
 REASONS FOR LEAVING GRADUATION OF HERACE WALLACE'S CORRESPONDENCE

3. FROM AUGUST 1944 TO FEBRUARY 1946

EMPLOYING FIRM OR AGENCY U. S. ARMY
 ADDRESS INFORMATION-EDUCATION OFFICE, CAMP PICKETT VA. U.S.A.
St. & No. City State Country
 KIND OF BUSINESS INFORMATION-EDUCATION (MILITARY) NAME OF SUPERVISOR CAPT. V. W. YOWELL, JR.
up to
 TITLE OF JOB ASSISTED SPECIALIST (MOS 2274) SALARY \$ 96 PER MO.
 YOUR DUTIES ORGANIZING + ADMINISTERING INFORMATION AND NON-
MILITARY EDUCATION PROGRAM
 REASONS FOR LEAVING DISCHARGE FROM DETAILS ON PAGES 14, 15, 16.
SERVICE

DETAILS OF
 THIS WORK
 ARE ON
 PAGES 14, 15,
 16 OF THIS
 FORM

4. FROM JUNE 1941 TO DECEMBER 1942

EMPLOYING FIRM OR AGENCY GREAT ATLANTIC + PACIFIC TEA CO.
 ADDRESS MAIN STREET BROCKTON MASS. U.S.A.
St. & No. City State Country
 KIND OF BUSINESS GROCERY NAME OF SUPERVISOR FRANK PIVRONI'S
 TITLE OF JOB PRODUCE CLERK (PART-TIME) SALARY \$ 2.65 PER HR
 YOUR DUTIES SOLD VEGETABLES + FRUIT (FRIDAYS, SATURDAYS, AND
SUMMER VACATIONS
 REASONS FOR LEAVING TO ENTER ARMY

5. FROM 6 OCTOBER 1942 TO JUNE 1941

EMPLOYING FIRM OR AGENCY HEMERY BUTTER + EGG CO.
 ADDRESS 55 MAIN STREET BROCKTON MASS U.S.A.
St. & No. City State Country
 KIND OF BUSINESS RETAIL GROCERY NAME OF SUPERVISOR A.M. JACOBS
 TITLE OF JOB CLERK (PART-TIME) SALARY \$ 2.31 PER HR.
 YOUR DUTIES SELLING COFFEE, TEA, BUTTER, ETC. (SATURDAYS)
 REASONS FOR LEAVING SUMMER REDUCTION OF HELP - (I HAD
BEEN ON A PART-TIME BASIS ONLY.)

SEC. 15. HAVE YOU EVER BEEN DISCHARGED OR ASKED TO RESIGN FROM ANY POSITION? HAVE YOU LEFT A POSITION UNDER CIRCUMSTANCES WHICH YOU DESIRE TO EXPLAIN? GIVE DETAILS:

NONE

SEC. 16. GIVE FIVE CHARACTER REFERENCES — IN THE U.S. — WHO KNOW YOU INTIMATELY — (GIVE RESIDENCE AND BUSINESS ADDRESSES WHERE POSSIBLE.)

- | | Street and Number | City | State |
|--------------------------------------|--|------------|----------|
| 1. <u>REV. J. MANLEY SHAW</u> | BUS. ADD. CENTRAL METHODIST CHURCH, BROCKTON, MASS.
RES. ADD. 258 W. BARK ST., BROCKTON MASS. | BROCKTON | MASS. |
| 2. <u>MR. C. WESLEY WILLIAMS</u> | BUS. ADD. 41 ARLINGTON ST., BROCKTON
RES. ADD. 38 GIFFORD ST., BROCKTON | BROCKTON | MASS. |
| 3. <u>MISS LYDIA A. GIBBS</u> | BUS. ADD. HIGH SCHOOL, BROCKTON
RES. ADD. 74 BROADWAY AV., BROCKTON | BROCKTON | MASS. |
| 4. <u>REV. PAUL STOPENHAGEN</u> | BUS. ADD. [HARVARD EPWORTH] METHODIST CHURCH, CAMBRIDGE
RES. ADD. 30 LANGDON ST., CAMBRIDGE | CAMBRIDGE | MASS. |
| 5. <u>MR. H. B. FISHER</u> | BUS. ADD. _____
RES. ADD. SEYMOUR RD., WOODBRIDGE | WOODBRIDGE | CONN. |
| 6. <u>MR. CLARENCE A. McLAUGHLIN</u> | BUS. ADD. _____
RES. ADD. 8000 LOWELL PLACE, BETHESDA, MARYLAND | BETHESDA | MARYLAND |

SEC. 17. NAMES OF FIVE PERSONS WHO KNOW YOU SOCIALLY IN THE UNITED STATES — NOT REFERENCES, SUPERVISORS OR EMPLOYERS — (Give residence and business addresses where possible.)

- | | Street and Number | City | State |
|----------------------------------|--|-----------|----------|
| 1. <u>MR. KENNETH G. RYDER</u> | BUS. ADD. CAMBRIDGE JR. COLLEGE, CAMBRIDGE, MASS.
RES. ADD. BOWKER ST., LEXINGTON | CAMBRIDGE | MASS. |
| 2. <u>MR. ROLAND J. GIBSON</u> | BUS. ADD. _____
RES. ADD. ADAMS A-33 | CAMBRIDGE | MASS. |
| 3. <u>MR. HERMAN CARR</u> | BUS. ADD. [PHYSICS DEPT.] HARVARD UNIV., CAMBRIDGE
RES. ADD. HARVARD UNIV., CAMBRIDGE | CAMBRIDGE | MASS. |
| 4. <u>MR. HUTSON K. HOWELL</u> | BUS. ADD. [OPTICAL LABORATORY] BOSTON UNIV., BOSTON
RES. ADD. 14 MORSE AV., BROCKTON | BOSTON | MASS. |
| 5. <u>MS. JOHN P. SHOVE, JR.</u> | BUS. ADD. _____
RES. ADD. 19 ELEANOR ST., CAZENOVIA | CAZENOVIA | NEW YORK |

100

SEC. 18. GIVE THREE NEIGHBORS AT YOUR LAST NORMAL RESIDENCE IN THE U.S. — (Give residence and business addresses where possible.)

	Street and Number	City	State
1. MISS LARA E. HERRICK	BUS. ADD. _____	_____	_____
	RES. ADD. 232 BELMONT AV.	BROCKTON	MASS.
2. MRS. FRANK B. YATES [and family]	BUS. ADD. _____	_____	_____
	RES. ADD. 246 BELMONT AV.	BROCKTON	MASS.
3. MR. EDWARD HENNESSY (Neighbor for many years)	BUS. ADD. 238 FOREST AV.	BROCKTON	MASS.
	RES. ADD. 40 BOUVE AV.	BROCKTON	MASS.

SEC. 19. FINANCIAL BACKGROUND

A. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY? YES IF NOT, STATE SOURCES OF OTHER INCOME _____

B. NAMES AND ADDRESSES OF BANKS WITH WHICH YOU HAVE ACCOUNTS PEOPLE'S SAVINGS BANK, 221 MAIN ST, BROCKTON, MASS.

C. HAVE YOU EVER BEEN IN, OR PETITIONED FOR, BANKRUPTCY? NO
GIVE PARTICULARS, INCLUDING COURT: _____

D. GIVE THREE CREDIT REFERENCES — IN THE U.S.

1. NAME MR. PAUL C. BENNETT ADDRESS 282 GREEN ST, BROCKTON, MASS.
St. & No. City State

2. NAME MR. HARDING F. PRATER ADDRESS 106 HILLDEAN AV, BROCKTON, MASS.
St. & No. City State

3. NAME MR. WILLIAM C. NYE ADDRESS 39 CARLYNN RD, BROCKTON, MASS.
St. & No. City State

SEC. 20. RESIDENCES FOR THE PAST 15 YEARS

FROM	TO	St. No.	City	State	Country
1933	1927	128 MENLO ST.	BROCKTON	MASS.	U.S.A.
1927	1943	44 BOUVE AV.	BROCKTON	MASS.	U.S.A.
1943	1946	U.S. ARMY			
1946	1950	218 BELMONT AV.	BROCKTON	MASS.	U.S.A.
FROM MAR 1946	TO SE 1947	YALE UNIV.	NEW HAVEN	CONN	U.S.A.
FROM 1947	TO 1950	26 MELROSE ST.	BURLINGTON	MASS.	U.S.A.
		SEPT. TO MAY EACH YEAR			
FROM _____	TO _____	St. No.	City	State	Country
FROM _____	TO _____	St. No.	City	State	Country

School
PT RESIDENCES
(during school term only)

SEC. 21. RESIDENCE OR TRAVEL OUTSIDE OF THE UNITED STATES NONE

A. FROM _____ TO _____
City or Section Country Purpose

FROM _____ TO _____
City or Section Country Purpose

FROM _____ TO _____
City or Section Country Purpose

FROM _____	TO _____	City or Section _____	Country _____	Purpose _____
FROM _____	TO _____	City or Section _____	Country _____	Purpose _____
FROM _____	TO _____	City or Section _____	Country _____	Purpose _____

B. LAST U.S. PASSPORT — NUMBER, DATE, AND PLACE OF ISSUE: NONE

HOW MANY OTHER U.S. PASSPORTS HAVE YOU HAD? NONE GIVE APPROXIMATE

DATES: _____

PASSPORTS OF OTHER NATIONS: NOT APPLICABLE

SEC. 22. CLUBS, SOCIETIES AND OTHER ORGANIZATIONS

LIST NAMES AND ADDRESSES OF ALL CLUBS, SOCIETIES, PROFESSIONAL SOCIETIES, EMPLOYEE GROUPS, ORGANIZATIONS OF ANY KIND (INCLUDE MEMBERSHIP IN, OR SUPPORT OF, ANY ORGANIZATION HAVING HEADQUARTERS OR BRANCH IN A FOREIGN COUNTRY) TO WHICH YOU BELONG OR HAVE BELONGED:

- CENTRAL METHODIST CHURCH BROCKTON MASS. U.S.A.
Name and Chapter St. & No. City State Country

DATES OF MEMBERSHIP: ATTENDED SINCE BIRTH; MEMBER SINCE C. 1935
- HISTORY CLUB, BROCKTON HIGH SCHOOL, BROCKTON, MASS. U.S.A.
Name and Chapter St. & No. City State Country

DATES OF MEMBERSHIP: 1937-1941
- DRAMATIC CLUB, BROCKTON HIGH SCHOOL, BROCKTON, MASS. U.S.A.
Name and Chapter St. & No. City State Country

DATES OF MEMBERSHIP: 1939-1941

OSAMEQJIN CHAPTER
- ORDER OF DEMOLAY MAIN ST., BROCKTON MASS U.S.A.
Name and Chapter St. & No. City State Country

DATES OF MEMBERSHIP: ca. 1940-46 (no exact records)
- BOSTON UNIVERSITY WESLEY CLUB, BOSTON MASS U.S.A.
Name and Chapter St. & No. City State Country

DATES OF MEMBERSHIP: 1942-43 [Methodist Student Club]
- AXA FRATERNITY, BOSTON UNIVERSITY, BOSTON, MASS. U.S.A.
Name and Chapter St. & No. City State Country

DATES OF MEMBERSHIP: 1942-43 [Pledged, but didn't complete membership]
- YALE WESLEY FOUNDATION, FIRST METHODIST CHURCH, NEW HAVEN, CONN.
Name and Chapter St. & No. City State Country U.S.A.

DATES OF MEMBERSHIP: 1943-44; 1946-47.

[CONTINUED] 16 [SEE PAGE 101]

SEC. 23. GENERAL QUALIFICATIONS

- A. FOREIGN LANGUAGES (STATE DEGREE OR PROFICIENCY AS "SLIGHT" "FAIR" OR "FLUENT")

LANGUAGE FRENCH SPEAK FAIR READ FLUENT WRITE FAIR

LANGUAGE SPANISH SPEAK SLIGHT READ FAIR WRITE SLIGHT

LANGUAGE RUSSIAN SPEAK FAIR READ SLIGHT WRITE SLIGHT

SWEDISH — SLIGHT — SLIGHT — SLIGHT

- B. LIST ALL SPORTS AND HOBBIES WHICH INTEREST YOU: INDICATE DEGREE OF PROFICIENCY IN EACH:

BICYCLING; SWIMMING; HIKING

STAMP COLLECTING; PROPAGANDA STUDY

- C. HAVE YOU ANY QUALIFICATIONS, AS A RESULT OF TRAINING OR EXPERIENCE, WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION?

YES. MY MILITARY DUTIES AS INFORMATION AND

EDUCATION ENLISTED SPECIALIST (MOS 2274) IN POST

INFO + EDUCATION OFFICE, CAMP PICKETT, VA. [SEE SEC. #140]

② PUBLIC SPEAKING

- D. LIST BELOW THE NAMES OF GOVERNMENT DEPARTMENTS, AGENCIES OR OFFICES TO WHICH YOU HAVE APPLIED FOR EMPLOYMENT SINCE 1939:

1. TENNESSEE VALLEY AUTHORITY (1950) (application not yet complete)

2. CIVIL SERVICE - APPLIED FOR POSITION OF HISTORY AND LITERATURE PROFESSOR AT COAST GUARD ACADEMY, NEW LONDON, CONN. (1950)

- E. IF, TO YOUR KNOWLEDGE, ANY OF THE ABOVE HAS CONDUCTED AN INVESTIGATION OF YOU, INDICATE BELOW THE NAME OF THAT AGENCY AND THE APPROXIMATE DATE OF THE INVESTIGATION:

- UNCERTAIN. MAY HAVE BEEN INVESTIGATED

FOR HISTORY TEACHING POSITION (AUGUST, 1950)

SEC. 24. MISCELLANEOUS

A. DO YOU ADVOCATE OR HAVE YOU EVER ADVOCATED; OR ARE YOU NOW OR HAVE YOU EVER BEEN A MEMBER OR, OR HAVE YOU SUPPORTED ANY POLITICAL PARTY OR ORGANIZATION WHICH ADVOCATES THE OVERTHROW OF OUR CONSTITUTIONAL FORM OF GOVERNMENT IN THE UNITED STATES?

IF "YES", EXPLAIN: NO

B. DO YOU USE, OR HAVE YOU USED, INTOXICANTS? NO IF SO, TO WHAT EXTENT? NEVER USED THEM.

C. HAVE YOU EVER BEEN ARRESTED, INDICTED OR CONVICTED FOR ANY VIOLATION OF LAW OTHER THAN A MINOR TRAFFIC VIOLATION? IF SO, STATE NAME OF COURT, CITY, STATE, COUNTRY, NATURE OF OFFENSE AND DISPOSITION OF CASE: NO

D. HAVE YOU EVER BEEN COURT-MARTIALED WHILE A MEMBER OF THE ARMED FORCES? IF ANSWER IS "YES," GIVE DETAILS BELOW:

NO

SEC. 25. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY:

NAME AUGUST H. WIGREN RELATIONSHIP FATHER
ADDRESS 218 BELMONT AV. BROCKTON, MASS. U.S.A.
St. & No. City State Country

SEC. 26. YOU ARE INFORMED THAT THE CORRECTNESS OF ALL STATEMENTS MADE HEREIN WILL BE INVESTIGATED.

ARE THERE ANY UNFAVORABLE INCIDENTS IN YOUR LIFE NOT MENTIONED ABOVE WHICH MAY BE DISCOVERED IN SUBSEQUENT INVESTIGATION, WHETHER YOU WERE DIRECTLY INVOLVED OR NOT, WHICH MIGHT REQUIRE EXPLANATION? IF SO, DESCRIBE. IF NOT, ANSWER "NO."

NO

SEC. 27. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMENT OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR IMMEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.

SIGNED AT BROCKTON, MASSACHUSETTS DATE NOVEMBER 1, 1950
City and State

John A. McNeil
Witness

Lee H. Wigman
Signature of Applicant

USE THE FOLLOWING PAGES FOR EXTRA DETAILS. NUMBER ACCORDING TO THE NUMBER OF THE QUESTION TO WHICH THEY RELATE. SIGN YOUR NAME AT THE END OF THE ADDED MATERIAL. IF ADDITIONAL SPACE IS REQUIRED USE EXTRA PAGES THE SAME SIZE AS THESE AND SIGN EACH SUCH PAGE.

SEC. 12 - EDUCATION (continued from p. 6)

COLLEGE ATTENDED:

(1) Boston University, College of Liberal Arts, Boston, Mass.

- Attended: Sept. 1941 to Feb. 1943.
- Completed 3 semesters of work, majoring in History.
- Called to active duty with U.S. Army, Feb. 17, 1943.

Subjects:

- | | |
|-----------------------------------|-----------------------|
| - History of Western Civilization | - History |
| - United States History | - English Composition |
| - American Government | - English Bible |
| - Comparative Government | - French |
| - General Economics | - Spanish |
| - Psychology | |

(2) Yale University, New Haven, Conn. - Army Specialized Training Program Russian Area Language Course (continued on #11)

- Attended: June 1943 to March 31, 1944 (sent by the U.S. Army)
- Completed course, received certificate and one year of academic credit.

Subjects:

- | | | | |
|----------------------------------|---|--------------------|---------|
| - Russian History | 3 terms | - European History | 3 terms |
| - Russian Geography | 2 terms | - Far East History | 1 term |
| - Russian Literature and Customs | 1 term | | |
| - Russian Language | 6 terms (intensive; 17 class hours per wk.) | | |

(3) Yale University, New Haven, Connecticut

- Attended: March 1946 to June 1947
- A.B. degree awarded in 1947 - majored in History

Subjects:

- | | |
|---|-------------------------------|
| - United States History | - American Immigration |
| - American Thought & Civilization | - Greek Classics |
| - U.S. Diplomatic History | - English Literature |
| - History of Contemporary World | - New Testament |
| - Social and Political Philosophy | - Public Opinion & Propaganda |
| - American Govt. in Transition | - German |
| - Senior Essay: "The Interchurch World Movement and the Steel Strike of 1919" | |

U. S. GOVERNMENT PRINTING OFFICE: 1950 O - 97223

(13)

STAMPED AREA NOTED ON FORM 50-71

(over)

(6) Harvard University, the Harvard School of Arts and Sciences,
Cambridge, Mass. (Harvard)

- Attended: Sept. 1947 to Sept. 1950
 - A.M. degree awarded, 1948 (in History)
 - Completed residence requirements toward Ph.D. in History
- Subjects:
- Ancient Greek History
 - English History from 1066
 - American Literature
 - Seminar on the New Deal: "The Communist Party in the New Deal Period"
 - Seminar on the West: "The Attitude of Massachusetts Democracy toward Communism in the 1890's"
 - Directed reading in American and English History.

In addition, I taught the following courses:

- The Irrigation in American History
- Government Regulation of Industry
- U.S. Intellectual History
- American Social and Cultural History
- The British Empire
- European Intellectual History in the 18th & 19th Centuries.

I also attended a lecture course on college teaching.

Educational recommendations may be obtained from Miss Florence Leitch,
Graduate Placement Office, Farlow House, Cambridge, Massachusetts)

SEC. 14 - (3) - (continued from p. 7)

TOP SECRET - INFORMATION - EDUCATION SPECIALIST (MILITARY), (1944-46)

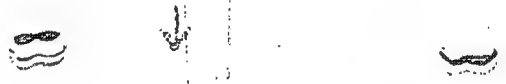
(1) After completing the ASTP course at Yale, I was assigned to the 810th Infantry, 70th Division, Camp Pickett, Va. While there, I conducted "Orientation" lectures covering world news and background material on the war (April-May 1944).

(2) Because of my limited-service status, I was transferred to the Supply Section, 13th DCU, at Camp Pickett. I performed the duties of a unit Info & Education lecturer -- lecturing on history and current events, maintaining maps and bulletins on battle areas, and enrolling soldiers in USAFI correspondence courses (May-July 1944). As a result of this work, I was promoted to the Post Info & Education Office.

(3) The Post Information & Education Office had to plan, produce, and disseminate war information and non-military education for all troops permanently stationed at Camp Pickett, and for a hospital on the grounds. The purpose of that program was to help troops to understand why and what we were fighting, and to understand their role in that fight. It was morale building through information.

As Non-Commissioned Officer for the Info & Education Office, I performed both administrative and functional duties. I aided in the development and execution of the policies and content of the education program, and was in immediate charge of the weekly instructional program.

The following are the duties I performed:



- A) Prepared material for use in classes at the camp which was used in the classes.
- Info & Education Office in Washington provided topics for use in these classes. I checked, revised, or amplified them to suit them to the needs of our camp.
- B) Trained men to conduct lectures in each of 12 to 16 units; supplied them on use of the prepared material each week; and inspected their classes.
- Each company or unit was required to have one or more men with suitable education or experience to conduct weekly classes on history and current events under direction of the Info & Education Office. At briefing conferences, I discussed with them the topic for the next week, suggesting areas of presentation, and describing general policies to be followed. I made periodic inspection visits to classes led by these men.
- C) Lectured or conducted several discussions each week.
- The topics of these classes were the same as those used by the other men: basic U.S. history; current world events; background material on the war; the relation of the U.S. to its allies; the enemy; and the role of the individual soldier. Classes contained 75 to 100 men each, with all levels of education represented in them.
- D) Designed and prepared displays for War Information Centers in camp libraries and the post headquarters. Developed visual aids for classroom use.
- Displays consisted of pictures, posters, maps, and explanatory material dealing with various topics, such as: "The German Army", "Growth of the Japanese Empire", "Nazism", "The United Nations", etc. The purpose was to give a graphic presentation of background information concerning the war. The display in the post headquarters had maps and news items dealing with battle areas.
- E) Compiled and edited daily news sheet; broadcast daily news summaries; wrote articles on current events for camp newspaper.
- At my suggestion, the news-dissemination media at Camp Pickett were expanded by establishment of the news sheet and news broadcasts. The news sheet contained late news bulletins, factual background material, and some editorials. The news sheet and broadcasts were necessitated by the remoteness of the camp.
- F) Did educational counselling and encouraged enrollments in correspondence courses offered by U.S. Armed Forces Institute.
- G) Maintained close cooperation with camp newspaper staff, the Public Relations Office, Special Services Office, and the Intelligence Officer.

To be better prepared for work in the Post Info & Education Office I was sent to the School for Personnel Services, Washington & Lee University, Lexington, Va., for a one-month course for Info & Education Uniliated Specialists, (October-November 1944)

This course was prepared by the War Department and conducted by military personnel. It presented material to be used in preparing Info & Education programs in camps, it suggested methods of presentation, and it provided practical experience in assessing and dealing with orientation problems.

(15)

(OVER)

STARRED ITEMS ARE DETAIL ON FORM 50-1

Some of the topics covered in lectures and discussions in this course were:

- Types of Weapons
- Group Leadership Principles
- Moral Factors
- Global Warfare
- Know the Enemy
- Know our Allies
- Know the I.S.W.
- Teaching Methods
- Heavier and Visual Aids

Upon completion of this course (with a grade of "Excellent"), I received a certificate, and a Military Occupational Specialty Classification of ROC 1274 (Information-Education Enlisted Specialist).

I believe my work as Non-Commissioned Officer in the Post Info & Education Office at Camp Pickett would be valuable to Central Intelligence. The job was given to me as a promotion. I received special training for it at the School for Personnel Services. While performing the job, I received promotions in rank from Private first class to Staff Sergeant. During the closing months of my service, I was in complete charge of the office in the absence of my full-time Info & Education Officer.

As the result of my work, I was invited to attend a conference of the Info & Education officers and non-commissioned officers of the Third Service Command at Edgewood Arsenal, Maryland, and to address that conference on educational and counselling problems. Since my discharge was in process at that time, I was unable to attend. Upon discharge, I received a special commendation from Colonel H.G. Paullin, Commanding Officer of Camp Pickett, and a letter of recommendation from my superior.

(Copies of these letters, orders, and commendations will be submitted if necessary)

SEC. 22 - CLUBS, ETC. (Continued from p. 10)

8. NEW ENGLAND METHODIST STUDENT MOVEMENT COUNCIL

- OFFICE OF CHAPLAIN, BOSTON UNIVERSITY, BOSTON, MASS.
- DATES: 1946-1947

9. HARVARD WESLEY FOUNDATION { 155 MASSACHUSETTS AVE, CAMBRIDGE, MASS.
38 LANGDON ST., CAMBRIDGE, MASS.

- DATES: 1947-1950

10. GRADUATE HISTORY CLUB, HARVARD UNIVERSITY, CAMBRIDGE, MASS.

- DATES: 1948-1950 (irregular attendance).

11. HENRY ADAMS CLUB (FOR GRADUATE STUDENTS IN AMERICAN HISTORY)

- HARVARD UNIVERSITY, CAMBRIDGE, MASS.
- DATES: 1947-1950

12. POST #35 AMERICAN LEGION, WEST ELM STREET, BROCKTON, MASS.

- DATES: 1946-1948.

THE FOLLOING ADDED MATERIAL IS TRUE TO THE BEST OF MY KNOWLEDGE:

Leslie Wilson

P.C. 2674b.

SECURITY APPROVAL

File
CONFIDENTIAL

To : Chief, Covert Personnel Division
Personnel Office
From : Chief of Inspection and Security
Subject: WIGREN, Lee Hobart

Date: 23 March 1951

Number: 44732

1. Note "X" below:

Security approval is granted subject for access to classified information contingent upon the receipt of derogatory information at some future date.

Provisional clearance for full duty with CIA is granted under the provisions of paragraph 4, Administrative Instruction 10-2, which provides for a temporary appointment pending the completion of full security investigation.

Unless the applicant enters upon duty within 60 days from above date this approval becomes invalid.

2. Memorandum dated 16 November 1950 stated subject is being considered for employment in OSA.

gkw

Frank P. Griggs
FRANK P. GRIGGS
Chief, Personnel Security Division
BRANCH

CONFIDENTIAL

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MCS

CONFIDENTIAL

CONFIDENTIAL
OFFICE MEMORANDUM

TO : Chief, Covert Personnel Branch

Date: 26 February 1951

FROM : Security Officer, CIA

SUBJECT: WIGREN, Lee Hobart - 44732

Reference is made to your memorandum dated 16 November 1950 which requested that subject be granted security clearance.

This is to advise that this office interposes no objection from a security standpoint to a temporary appointment of the subject to the Processing Pool, pending completion of further security action, upon the condition that subject (1) not have access to classified material, (2) not have access to CIA secure areas, (3) not be issued a CIA badge or credential. The subject may not be assigned for duty in any CIA staff or office without further authority from the Security Officer, CIA. This clearance does not include assignment to unclassified duties outside the immediate supervision of the Pool supervisor.

It is requested that this office be notified immediately when subject enters on duty so that final security processing may be scheduled.

FOR THE SECURITY OFFICER, CIA:

KW

[Redacted Signature]

Chief, Security Division

19 Mar

*Miss Jelen notified
5 Mar 51
Call me*

CONFIDENTIAL